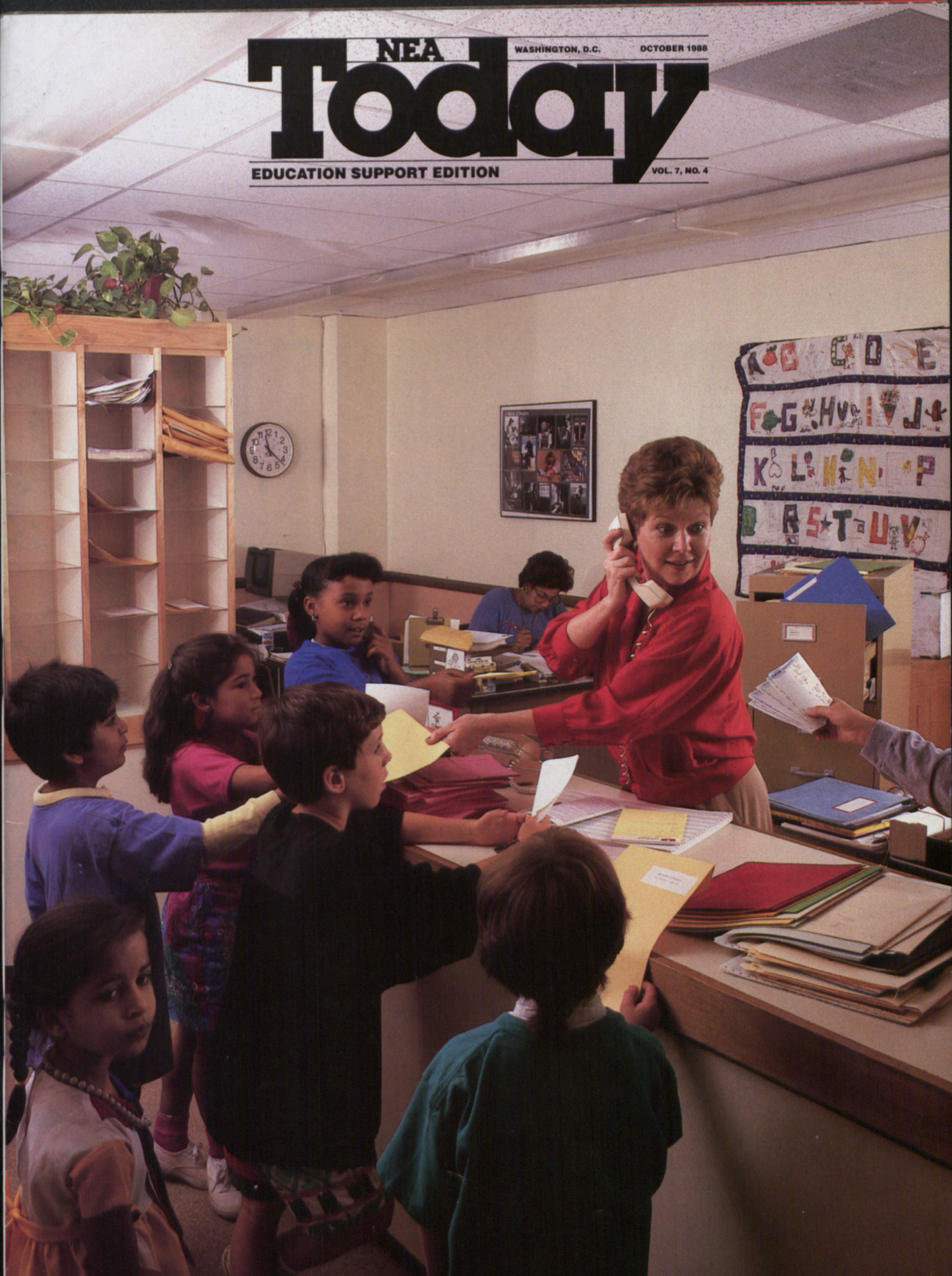
NEA Today
WASHINGTON, D.C. OCTOBER 1988
EDUCATION SUPPORT EDITION
VOL. 7, NO. 4



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PAGE 3

In 1987-88, NEA's education support membership rose another 17 percent, reaching a total of 138,000. Day by day, year by year, these thousands of school support staff are taking charge of their work and their working conditions—and changing the face of education. ESP members go to the NEA Representative Assembly, too, to help guide the future of the USA's largest union. At the same time, NEA education support members are sending their own children to school, going back to school themselves, starting community projects. . .shaping tomorrow. In this section you can read about some of these colleagues and what they're doing.

PAGE 33

Whether you work behind a desk or in the driver's seat, whether you chalk it up or dish it out, you and your colleagues have a lot to say to one another—about your jobs and job classifications, safety and health, respect, unity, and what you want in your future. This section looks at five major groups of support staff jobs—and at what people in these jobs are saying about what's new and what still needs to change.

PAGE 45

Most school support staff are taking home more this year than last. In these pages you can see how your earnings stack up against those of colleagues in bigger or smaller school systems, in other parts of the country, or right across the district line. This section features last year's national average pay for 10 education support occupations. For each job category, you'll find how much earnings had risen since the year before and what workers were earning in a sampling of districts around the nation.

This 1988 educational support personnel issue of *NEA Today* is a little like a window: through its pages you can see your colleagues in New Jersey and Alabama. . . in Michigan and Texas. . . from Florida to Alaska and from Maine to California. All over the United States, your colleagues are organizing—often against stiff resistance. They're bargaining contracts. . . finding creative ways to deal with attempts to contract out their work. . . influencing school boards and lawmakers and elections.

And NEA education support members aren't stopping there. School employees are also winning awards for their expertise. . . setting policy for their state Associations and for NEA. . . helping their neighbors. . . going out and learning new skills. They're even getting paid a little more each year! (You can see just how much more in the pages that follow.)

You'll find in these pages news and information about *your* struggles, *your* work, *your* pay. In fact, this educational support personnel issue of *NEA Today* is more than just a window—it's a mirror to you and your work. This issue is about dignity, about initiative, about pride. This issue is about you.

Jane Power, *editor*

NEA Today
October 1988
VOL. 7, NO. 4

NEA TODAY is mailed to all NEA members. Annual subscription price: $2.57 (included in membership dues and available only as a part of membership). Institutional subscription price: $15.00 domestic and $22.00 foreign.

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NEA TODAY (ISSN 0734-7219) is published 10 times a year, monthly except July and August (May/June issues combined) and biweekly in October. Postmaster: Send address changes and circulation inquiries to NEA TODAY, 1201 16th St., N.W., Washington, DC 20036.

Telephone: 202/822-7200.

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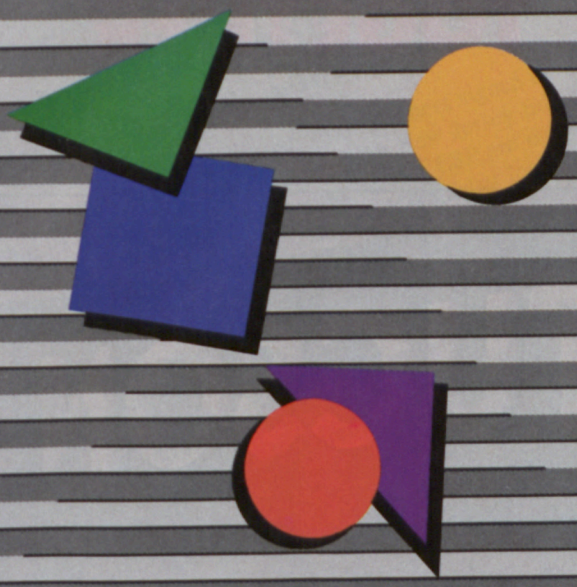
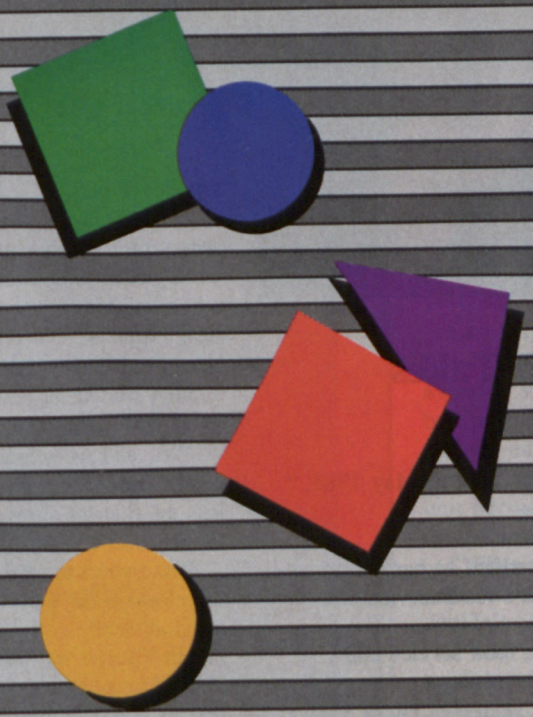
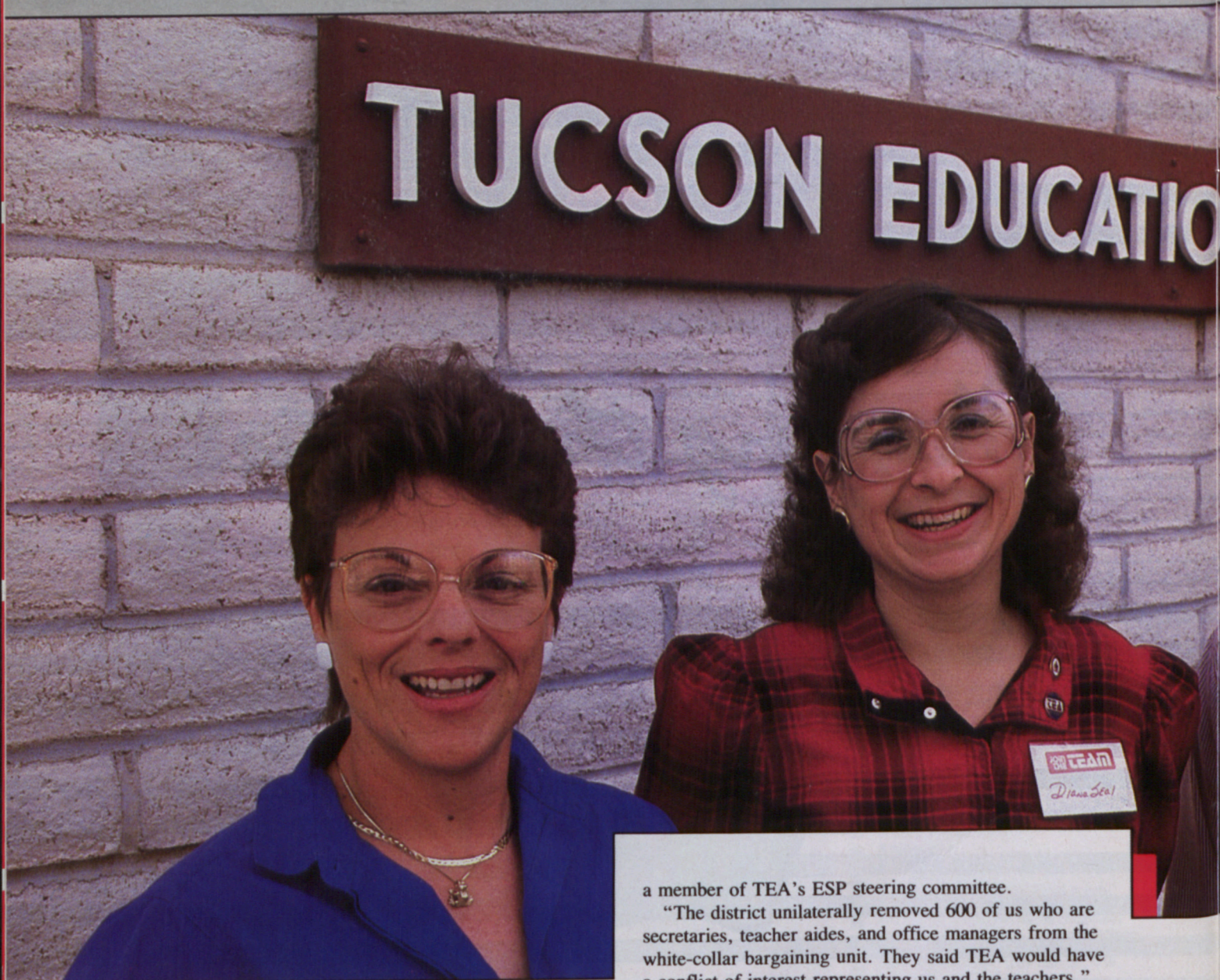


Shaping the Future TOGETHER





A Wall-to-Wall Unit Takes Shape in Tucson

In just five months, from December 1987 to May 1988, the Tucson Education Association—

- voted to admit ESP members.
- got another organization decertified as bargaining agent for the Tucson school district's food service and white-collar employees.
- won the right to represent the food service and white-collar groups in collective bargaining.

"But there was one hitch," says secretary Diana Seal, a member of TEA's ESP steering committee.

"The district unilaterally removed 600 of us who are secretaries, teacher aides, and office managers from the white-collar bargaining unit. They said TEA would have a conflict of interest representing us and the teachers," Seal explains. "Of course, that isn't so, but we still weren't able to vote in the May representation election."

TEA folded the issue of the 600 white-collar staffers into the ongoing teacher contract negotiations.

"We said we wouldn't recommend ratification of the teacher contract," says TEA president Ken Freed, "unless the district agreed to hold a representation election for the 600 ESP on July 11."

The district agreed, the teacher contract was signed, the election for the 600 was held—and TEA now represents all white-collar employees in the Tucson schools.

"In Tucson we have a potential wall-to-wall membership of more than 5,000," Freed notes, "and we're well on our way to winning the right to represent them all."

New Jersey ESP Build Total Unity

With more than 25,000 ESP members signed up and another 2,600 coming in each year, the New Jersey Education Association is going all-out to make sure ESP are included in every membership activity. Nearly 250 teacher locals include at least one category of ESP, and almost 80 more include every category the law allows. ESP hold membership on every statewide committee, from rights to instruction, giving new insights to the group as a whole.

NJEA is working on a minimum salary bill to bring ESP pay into line with the teachers' state-mandated minimum, and a law to extend post-retirement health benefits to ESP is in the works. NJEA is also lobbying vigorously for a fair dismissal bill to guarantee due process for all ESP.

Adam Riesner

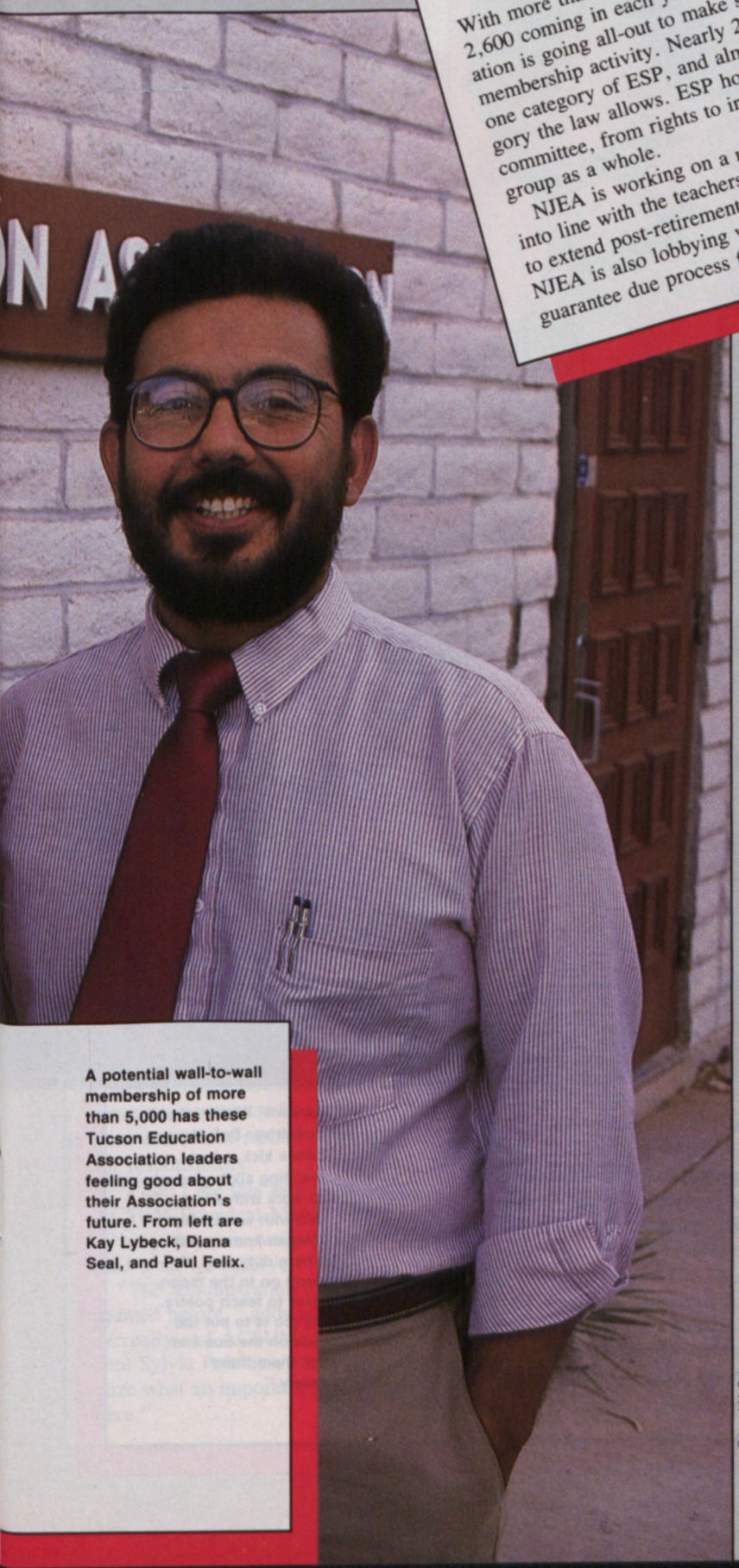
Missisquoi Valley, Vt., Association members are, back row, standing: Helen Jarvis, Richard Flint, Terry Brace, Betty Pudvah, and Theresa Boulet. Front row: Pauline Jones, Alan Lemnah, Thomas Barnes, and Donna Beaulieu.

Seven Vermont Cooks Defy Union-Busting

Membership more than doubled when the district's seven cooks joined the Missisquoi Valley Educational Support Personnel Unit of the Missisquoi Valley (Vermont) Education Association. To join MVESPU, the cooks had to bring two unfair labor practices charges against the school board, which had broken with its own past practices in order to harass them. Today the cooks are part of the bargaining unit, and they have a new three-year contract. Salaries, which in 1986-87 were $4.85 an hour, will reach $7 an hour in 1990-91.

Last spring MVESPU, which also includes five custodians and a paraprofessional, was awarded Vermont-NEA's 1988 award for best performance under fire: besides filing the two unfair labor practices charges and bargaining a contract for all its members, the unit pursued a grievance for one of the custodians during the year.

"When we first tried to form a union," recalls MVESPU President Pauline Jones, "we couldn't get recognition either. We all had no real salary and no benefits, so we formed a union, and it's worked out for our good."



A potential wall-to-wall membership of more than 5,000 has these Tucson Education Association leaders feeling good about their Association's future. From left are Kay Lybeck, Diana Seal, and Paul Felix.

Edward McCain

Ernie Leyba/PHOTOSTAFF

Bob Morgan: Driver Laureate

You couldn't set out to find a competent bus driver who could double as a staff member of an outdoor education camp and maybe recite a poem or two around the campfire at night.

But that's what the Laramie, Wyo., schools got when they hired Air Force retiree Bob Morgan eight years ago.

"I've been both an Explorer and a Girl Scout leader," says Morgan, "so I can jump in on a lot of activities.

"What really tickles me, though, is that after I read some of my poems, the kids turn around and write poems for me."

The Laramie district uses a YMCA camp in Estes Park, Colo., as the site for its outdoor camp. The campers are sixth graders from the city's eight elementary schools.

Laramie, Wyo., school bus driver Bob Morgan, gets a kick out of teaching sixth graders to work with wood—and with words. But Morgan knows well where duty lies: "I don't go to the mountains to teach poetry. My job is to put the kids on the bus and get them there safely."

Maine ESP Win Pay Equity

David Learning

A $3,000 salary increase—that's what the pay equity victory will mean for executive secretary and ACSUM President Margo Lister.

After a five-year struggle to remove sex and race bias from the University's job classification system, the nearly 1,000 members of the Associated Clerical, Office, Laboratory, and Technical Staff of the University of Maine (ACSUM) finally hit pay dirt.

Last spring, Maine Governor John McKernan signed a bill that authorized expenditure of $2.7 million solely for correcting widespread bias in the wage-setting process.

Proof of the problem came from an Association pay equity study. Over the last five years ACSUM members, with help from NEA, collected and analyzed data for a job evaluation study, bargained updated job descriptions and a fair classification system, and lobbied the legislature to foot the bill.

Now job categories will be reclassified to reflect the true value of each job to the University. That means raises averaging $1,500 to $3,500 for ACSUM members.

The new classification system gives employees credit—and pays them more—for mental skills and for responsibility.

"I don't see this as a raise," says ACSUM President Margo Lister. "This just means we're going to be paid what we deserve."

"The administration took us for granted before," adds administrative secretary and ACSUM vice-president Sylvia Polchies. "Now they realize what an important role we play here."

Kentucky ESP Lend KEA Rally a Big Hand

It was Kentucky's biggest rally ever. Last spring, some 20,000 educators and their supporters took part in a Kentucky Education Association march on the state capitol in Frankfort to protest the deficiencies of Gov. Wallace Wilkinson's proposed education budget. Much of the credit for the large turnout goes to members of the Kentucky Education Support Personnel Association.

School bus drivers donated their time to transport marchers to the demonstration site. Cafeteria workers packed lunches for them. Once in Frankfort, the drivers were a very vocal part of the demonstration.

Behind the scenes, KESPA members spent many hours making signs for the rally. Those who couldn't be part of the march volunteered to babysit for folks who could.

"Our members made a statewide coordinated effort," says KESPA President Helen Cottongim. "We're very much a part of the education family, and this event gave us a chance to prove it."

Jobs of All Descriptions

For two hours, 15 or 20 ESP with the same job title sit in a room filling out a questionnaire about their work. Their message: "I do more than I get paid for, and I want to tell you about it."

This is the second year of the Orange County (Fla.) ESPA's three-year comparable worth study. Using a questionnaire designed just for support staff, OESPA is preparing for its 1989 negotiations.

The school board agrees the job descriptions are outdated, and the district provides release time to fill out the questionnaires. Through early 1989 OESPA will be collecting responses from as many as possible of the 4,800 employees in the bargaining unit.

In Georgia, More than Just a Voice

Now ESP have a vote, not just a voice, in Georgia. In 1986 the Georgia Association of Educators set aside a seat—but no vote—for an ESP representative on its board of directors. Equipment foreman Bobby Oglesby of Augusta held that post, and in 1987-88 it became a voting position. Current GAE ESP director is Albany's Elaine Williams, who chairs GAE's ESP caucus and represents ESP on the NEA Black Caucus Executive Board.

Of GAE's 196 locals, 119 have ESP members, ranging from nearly 300 in Richmond County (including Augusta) to less than 25 in smaller locals.

ESP are integrated into all GAE programs, from conventions to the minority legislative forum to training for Association Representatives.

Joe Di Dio

GAE ESP Director Elaine Williams

Bob Riha, Jr.

Local President Audrey Meyers came to the aid of her neighbor.

California Driver Is Good Neighbor

In her job with the Las Virgenes, Calif., district, Audrey Meyers delivers food. Last year, she also delivered compassion.

Times were hard for Meyers' neighbor, a widower with two young sons. His wife's long illness had wiped out the family savings. Unpaid bills accumulated. When utility companies shut off water and electricity, social workers threatened to take away the two boys.

Meyers, who is president of the Las Virgenes Classified Association/NEA, made up flyers describing the situation. Then she enlisted the help of her colleagues and the Las Virgenes Educators Association to distribute the flyers to every school in the district. By the end of the first day, $800 had poured in—enough to get the utilities turned on.

Donations eventually included $8,000 in cash, $1,000 in supermarket credit, Christmas presents, wardrobes for the children, food, and paid rent.

Meyers reports that her neighbors are doing fine now. And, she notes, she and her colleagues also benefited from the fund-raising. "We're more aware of one another now—more giving and caring," she says.

United They Stand in Missouri: NEA Locals Gain New Pacts

When special education teachers and paraprofessionals in St. Louis County, Mo., began separate contract negotiations in the winter of 1987, they knew they were going to have to stick together.

School district officials said they didn't have the money for raises. The school board hired an interim superintendent to oversee negotiations with the two Association locals (affiliated with Missouri NEA). When the board tried to replace both master contracts with policy statements, NEA members knew it was intent on breaking both unions.

The paraprofessional members of the Special Education Employees Association and the teacher members of the Special District NEA agreed on a "joint crisis strategy." They formed one bargaining team and made all decisions together.

Eighteen months later, both locals are stronger than ever. Both held up during a joint 6-day strike, and both signed contracts last March providing raises of about 20 percent over three years.

Jane VanHorn, a teacher's assistant and president of the Special Education Employees Association, says the display of unity was "just short of a miracle. We not only went out together, but we went in together, committed to signing contracts together. And we won."

Illinois ESP Win Strike For Higher Wages

"The school board likes to claim that this is a Cadillac district, but it pays its service employees Volkswagen wages."

That's how Edwardsville (Ill.) School Service Personnel Association President Darrel Miller described the conditions that led last March to a successful 13-day strike by 185 ESP who wanted a fair contract. ESSPA, affiliated with the Illinois Education Association and NEA, includes custodians, secretaries, maintenance workers, classroom aides, and cafeteria employees. The local's new agreement will give Edwardsville ESP a 12.7 percent raise over two years.

In the spring of 1987, the Edwardsville Board of Education commissioned an independent pay study that found Edwardsville ESP salaries were among the lowest in Madison County. Despite the study's recommendation that wages be brought up to close the gap, the school district refused to come up with a fair offer in the 10 months of bargaining that preceded the strike.

Key to the strike's success was a firm, united stand by the ESP themselves, parents and students, and IEA teachers.

"We didn't want to strike," says Miller, a custodian, "but sometimes you have to kick a mule in the head to get its attention."

Mel McIntyre

ESP Units in Dallas Propose Salary Hikes, Index

In June 1988 employee groups in the Dallas schools presented the school board with their first salary proposal. "Non-Texans should not be surprised," says Dallas Classified Personnel Association (DCPA) member and TSTA board member Ronnie Ray: "in Texas collective bargaining by public employees is illegal."

Dallas' NEA/TSTA-affiliated locals—DCPA, the Dallas Association of Paraprofessionals, and the Dallas Classroom Teachers Association—have simply begun to use the district's meet-and-confer process to ask for specific salary increases and a salary index. The two ESP groups also asked the board to collapse the district's 30-plus ESP job categories down to about a dozen.

DCPA president Isaac Manuel and DAP president Pauline Gist agree that the future ought to be bright for ESP groups in a district that has some 7,000 support employees.

"We had some victories this year," says Manuel. "The board gave ESP raises of from 4 to 6 percent—though we'd asked for 11 percent—and put back firm step increases instead of ranges within steps."

Dallas, Tex., classified personnel leaders are, from left: Isaac Manuel, president: Etta Dudley, treasurer; Ronnie Ray (standing), parliamentarian; and James Broussard, legislative chair. Next year's task, Manuel says, is to persuade the district to collapse the dozens of ESP job classifications into 12—and then to go after the rest of that 11 percent salary increase.

Mel McIntyre

Indiana ESP Block Attempt To Contract Out Their Work

When Michigan City, Ind., school district officials decided to consider contracting out management of custodians and maintenance employees to the private nationwide firm Servicemaster, employees were alarmed—and organized.

First, members of the NEA-affiliated Michigan City Classified Employees found out all they could about Servicemaster's high cost to employers and record of inefficiency.

Then employees reached out to the community. Association member Marietta Walden, a custodian at Elston High School, helped the citizens' group get 3,200 signatures on its supportive petitions.

Walden told people that contracting out to Servicemaster would mean a loss of local control, community jobs, and tax dollars. "We just asked our fellow taxpayers, Why should you pay more for what you already get?"

Employees from other job groups were active in the fight too. "Bringing in Servicemaster is a union-busting tactic," says Association member Norma Antisdel, a bus driver for the Michigan City Area Schools. "If they take over the custodians and maintenance, the next step is cafeteria workers and bus drivers."

Victory came at last July's school board meeting, when members voted not to consider Servicemaster for the job.

Norma Antisdel *(left)* and Marietta Walden helped lead their Association's successful fight against contracting out.

Joe Di Dio

Mansfield, Ohio, ESP-Teacher Merger Means More Clout for Both

During the 1987-88 school year, Ohio's largest ESP unit—the 444-member Mansfield School Support Association—merged with the Mansfield Education Association. The new affiliate is called the Mansfield School Employees' Association.

Former MSSA president Nikki Crooks, a chief cook at Woodland Elementary School, explains that both groups wanted the merger: 92 percent of the support persons and 88 percent of the teachers voted in favor of the move. The local now has more than 600 members.

Teachers and ESP still bargain separately, but they hope eventually to go into negotiations with the school board together. ESP membership consists of custodial-maintenance workers, secretaries, aides, and food service workers. MSSA affiliated with NEA two years ago.

Jeff Sprang

Members of the Mansfield (Ohio) School Employees' Association—a newly formed group of ESP and teachers—discuss issues of importance to them both. MSEA members, formerly part of either the Mansfield School Support Association or the Mansfield Education Association, are finding that a combined organization gets more done than two separate ones did. The group is aiming to bargain jointly.

New Jersey Newsphoto

Attendance officer Rich Malizia doesn't spend all his time tracking down absent students or even working for ESP benefits: here he relaxes with a few friends.

Fighting for Benefits in New Jersey

"It's shown me a lot of the concerns teachers have," says attendance office Rich Malizia of his work on the Instruction Committee of the New Jersey Education Association. "We're dealing with subjects I wasn't familiar with, and I had to go out and find out about them."

As one of two support staff on the six-person negotiating team of the Union City Education Association, Malizia has also helped bargain a three-year contract that gives teachers pay increases totaling 24 percent, while support staff raises average 28.5 percent. The difference, Malizia explains, is a step toward closing the salary gap.

"Look at the school secretary. She makes the place run. She gets $15,000 a year and the principal makes $75,000. I don't grudge him the $75,000, but give that secretary a little bit more."

At the state level, Malizia is backing NJEA's drive to get the same retirement benefits for support staff as for teachers. "If $3,000 means a lot to a retired teacher," he says, "how much will it mean to a support person?"

Union City is Malizia's home town, but he says it's changed since he grew up. "Today it's not just kids playing hooky—it's drugs, it's prostitution. Students see a lot of things going on at home that a child shouldn't see."

Richmond, Va., ESP Membership Doubles

ESP membership in the Richmond Education Association doubled in the past year, from some 250 to 500. Members work as security guards, food service workers, office workers, bus drivers, custodians, and teacher aides.

The ESP caucus, formed three years ago, is recognized in the REA constitution. Caucus chair Lucille Roane, a security guard, explains that caucus executive board members attend monthly REA assemblies, then share information about the meeting with caucus members.

REA's 15-member board of directors includes ESP representatives—the number is determined by the ESP percentage of total membership. Recent growth in ESP membership will raise that number from two to three next year.

Many of REA's building reps are support workers. In one school—Clark Springs Elementary—where a teacher aide was head rep, overall Association membership doubled last year.

Along the Rio Grande, ESP Turn to TSTA/NEA

Deborah Turner

"I felt like Norma Rae, signing up 50 bus drivers in the rain," says Raye Lokey (left), UniServ rep for the Association of Brownsville Educators. Lokey later posed with transportation workers and AOBE's then president Natalia Garcia (center) in this shot taken for the TSTA *Advocate*.

ESP membership in TSTA/NEA is moving up the Rio Grande Valley from a nucleus in Brownsville, near the Gulf of Mexico. Nearly 400 support staffers, including some 175 bus drivers and mechanics, are members of the wall-to-wall Association of Brownsville Educators.

Bus drivers, who get together at ball games, form an advance guard, spreading the word from district to district that the TSTA/NEA connection can improve working conditions.

This year Brownsville ESP not only have Association protection, but AOBE is part of an NEA ESP pay equity project. Chairing AOBE's pay equity committee is transportation mechanic Robert Briseño.

"We are one of three locals in Texas that are using the NEA Job Evaluation System," Briseño explains, "to make sure job classifications reflect the true value of positions to the district.

"Especially helpful in a border town like Brownsville," Briseño adds, "is the fact that the survey instrument has been translated into colloquial Spanish."

N. Carolina ESP Members Form ESP Commission

In the past three years, ESP membership in North Carolina has escalated from 300 to 2,400. The growth is all the more impressive, explains Patsy Watson, chair of the state Association's ESP Commission and former president of the New Hanover County Teacher Assistant Association, because only teaching assistants and education secretaries are eligible to join the Association. Watson works at Forest Hills Elementary School in Wilmington.

With one member from each of the 15 NCAE locals, the Commission works much like a caucus. The Commission puts out a newsletter for members across the state and works hard to make sure the Association addresses ESP concerns.

School Secretaries Demand Respect in Elgin, Illinois

When school secretaries in Elgin, Ill., struck for three days last winter, school officials quickly learned what they should have already known: They can't function without their secretaries. The secretaries wanted dignity, respect, and fair pay. They won all three.

Marcia Rules/*Elgin Courier News*

The 225 office workers in the District U-46 Secretarial Association, affiliated with the Illinois Education Association and the NEA, won a solid two-year contract guaranteeing seven percent raises the first year. They also secured the right to reopen their contract to bargain second-year raises.

School secretary and local president Nancy Kallenbach calls the strike, which followed nearly a year of fruitless bargaining, a victory on many fronts. "The respect and dignity we won are worth more than any amount of dollars and cents," she says. And, Kallenbach adds, the local's solidarity and the support of community and IEA members will pay future organizational dividends.

The Elgin strike takes its place in history as the first strike ever by Illinois school office workers. School support staff in Illinois won the right to bargain in 1984.

Annette Hicks occasionally leaves Blackfoot, Idaho, where she's a home-school liaison, to come up to the state capital in Boise and spread the word about the shelter/halfway she helped found. It's a place where kids in trouble can find help in a hurry.

Andrew Rafkind

School Liaison Worker Founds Half-Way House

Blackfoot, Idaho, teens with family problems can find a haven at Bingham House, a shelter/halfway house founded by school district home-school liaison Annette Hicks and members of the Bingham Youth Foundation. Two houseparents live in the shelter, a one-family home in a quiet neighborhood which houses up to six adolescents.

Hicks started Bingham House five years ago with financial help from the Idaho Youth Commission, United Way, and Bingham County. She intended it to be a stopping-off point for kids needing help. But because the bureaucracy moves slowly, some teens have been there for as long as a year and a half.

The house isn't for law-breakers, emphasizes Association member Hicks. Most of the residents are runaways or truants. "But," she adds, "a kid can just knock at our door and find refuge."

Hicks' work with troubled youth had convinced her of the need for such a shelter in the predominately American Indian area. As a native of Blackfoot, she's familiar with problems unique to Indian youth, and she has long worked to solve them. During a recent leave of absence, for example, she developed a classroom program to raise youngsters' self-esteem.

In the 10 years prior to the home's founding, Hicks and her husband had been foster parents to more than 25 Indian youngsters. But when they adopted two of them, increasing their family to six, the couple felt they could no longer be effective foster parents.

In 1989 Bingham House is slated to be taken over by the Bannock Youth Foundation, a nonprofit corporation which already runs a similar facility in the area.

Raising the Leave—Without Leaving the Raise

Public school employees in Washington County (Alabama) have won an increase in personal leave, raising the annual maximum to five days for senior employees. The school board also voted raises to lunchroom workers and handed bus supervisors and mechanics increases ranging from 5 to 25 percent.

"Association support made these improvements possible," says bus driver Marty Williams, president of the 165-member Washington County Education Support Personnel Organization. "The next step is to get raises for all the ESP who were left out this time."

Seasoned Union Chooses To Join FTP/NEA

Bus drivers and bus monitors in Seminole County, Fla., voted in May to affiliate their 23-year-old union with FTP-NEA. The relationship began when the group contracted for the negotiations services of the local UniServ director. "When we realized the benefits of being a part of the Association," says President Deborah Van Horn of the Seminole County School Bus Drivers Association, "we asked our members what they thought about affiliating." The unit's 255 members responded with an overwhelming *yes*, joining food service, clerical, and custodial workers in the Seminole UniServ council.

SCSBDA members, who already enjoy the security of a guaranteed six-hour workday, are hoping to guarantee retirement of old buses in their rapidly-growing community near Orlando. "We have a state-of-the-art bus compound," says Van Horn. "Now we need to stop putting those children on 10- and 15-year-old buses."

Shaping the Future
TOGETHER

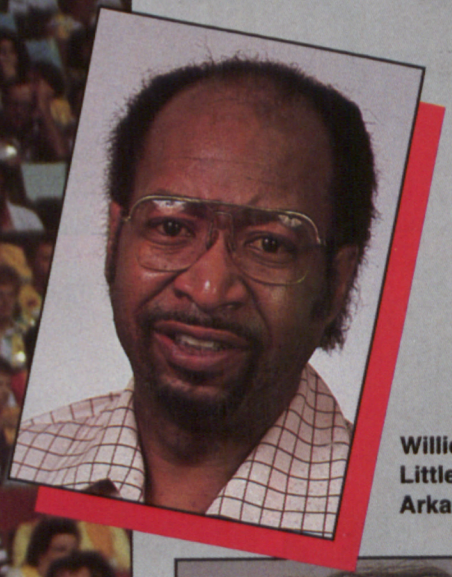
ESP Help Set NEA Agenda

Capping another strong membership year, ESP joined forces with teachers, retirees, and students at this year's Representative Assembly in New Orleans' Louisiana Superdome. The Representative Assembly, where delegates charted the Association's course for the coming year, was part of the Association's 126th annual meeting.

School support staff delegates heard NEA President Mary Hatwood Futrell call for the designation of entire districts—one per state—as learning laboratories to encourage educational innovation that promotes student learning. They heard NEA Executive Director Don Cameron take note of the Association's astounding membership growth: more than 10,000 new ESP members helped boost total NEA membership past the 1.9-million-member mark. They joined in approving the Association's Legislative Program and a host of New Business Items and

Patricia Gille, Green Bay, Wisconsin

Mary Cook, Seattle, Washington



Willie Givens, Little Rock, Arkansas

Helen Vande Hoef, Sioux Falls, South Dakota

All photos by Joe Di Dio

Resolutions. (Among the issues debated by the delegates were bus safety and the contracting-out of support staff services.) The Assembly also approved a record NEA budget of $125 million. More than a third of that money will go back to state and local affiliates to benefit Association members directly.

To the ranks of the NEA Board of Directors, the 8,400 delegates attending the RA elected two ESP members—Mike Downey, from California, and Patsy Watson, from North Carolina. Delaware's Peggy Bertollo was reelected to a second term on the Board.

These pages and the two that follow show just a few of the many ESP delegates who helped set the Association's agenda for the future.

Setting NEA's Agenda

Dick Stephens, Gail Stephens, and Linda Pinkerton, Mesa, Arizona

Claudia Bills, Evanston, Wyoming

Michigan's Murphy Ayers (Farmington), Deborah Benbow (Saginaw), and Donna Rose (Marquette)

Charlcie Beck, Little Rock, Arkansas

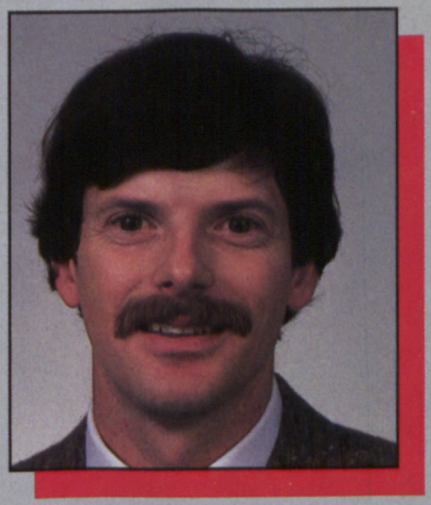
Kim Plemons, Seattle, Washington

Helen Cottongim, Louisville, Kentucky

Michigan's Philomena Rau (Pinckney), Peggy Watkins (Muskegon), and Shirliann Lewandowski (Kalamazoo)

Bobbie Clifton, Mound Bayou, Mississippi

Jerry Maierhofer, Wheeling-Buffalo Grove, Illinois



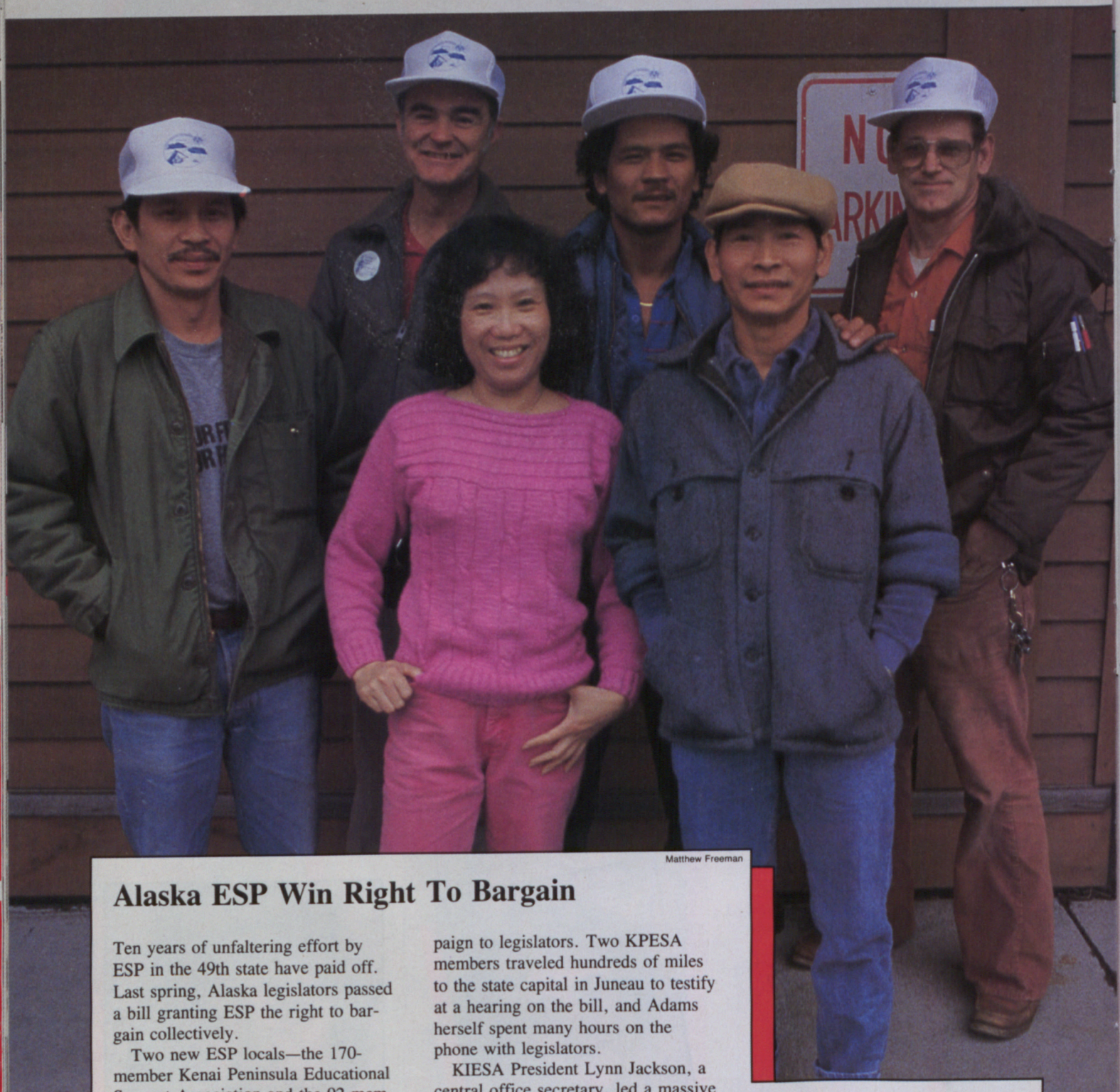
Mike Downey, Ventura, California

Carolyn Mathews, Dothan City, Alabama

Barbara Mashburn, San Diego, California

Kathy Miller, Rita Cook, and Roger Cook, Parkersburg, West Virginia

All photos by Joe Di Dio



Matthew Freeman

Alaska ESP Win Right To Bargain

Ten years of unfaltering effort by ESP in the 49th state have paid off. Last spring, Alaska legislators passed a bill granting ESP the right to bargain collectively.

Two new ESP locals—the 170-member Kenai Peninsula Educational Support Association and the 92-member Kodiak Island Education Support Association—brought added clout to the NEA family in 1987-88. Both groups worked long and hard to get the bill passed.

KPESA President Royce Adams, head secretary and office manager of Kenai Peninsula High School, organized a letter-writing/telegram campaign to legislators. Two KPESA members traveled hundreds of miles to the state capital in Juneau to testify at a hearing on the bill, and Adams herself spent many hours on the phone with legislators.

KIESA President Lynn Jackson, a central office secretary, led a massive lobbying effort in her area. In less than three months, some 1,300 public opinion messages (special mailings of 50 words or less) and many letters and phone calls urging passage of the bill poured in to legislators' offices from Kodiak. One Kodiak member traveled several hundred miles to lobby in Juneau.

Lobbying's just part of the story. The six custodians above, members of the Kodiak Island Education Support Association, worked in round-the-clock shifts last June to serve the hundreds of participants and volunteers taking part in the Alaska Summer Special Olympics held at two Kodiak schools. They are (left to right) Nestor Aneil, George Cusick, Zung Sanders, Robert Daquis, Tieu Tran, and Carl Jones.

Hard Times Unite Unions in Denver Schools

The good news for six employee unions in the Denver Public Schools: they stuck together when the Denver school board refused to honor the contracts they negotiated in fall 1987.

Two of the units—the Denver Association of Educational Office Personnel (DAEOP) and the Denver Classroom Teachers Association (DCTA)—are affiliates of NEA and the Colorado Education Association.

DAEOP president Carolyn Medina describes what happened: "According to the contracts we negotiated, all DPS employees would receive a 6 percent salary increase in 1988. Then, in December 1987, a mill levy election failed, and the school board started to plead poverty."

But the employee unions believed the district had the resources to come up with the 6 percent even without the added millage. They formed the DPS Employee Coalition to make sure the district paid up. It didn't.

Throughout a stormy spring, DCTA—which traditionally negotiates first—held out for the full 6 percent. The negotiations ended up in factfinding. In the end, the district unilaterally imposed a 2 percent salary increase on all the unions.

Undaunted, DCTA president Jan Erskine said in June: "In our view, the 1988 negotiations aren't settled. We'll include the rest of our 1988 agenda in the 1989 negotiations." In late summer, DCTA—again the lead negotiator—filed the necessary 30-day notice of intent to strike with the Colorado labor department. . . just in case.

Meanwhile the DPS classified unions are proceeding with a job reclassification project that DAEOP set up last school year. Says project chair Marilyn Raymond, a secretary: "We're surveying our members to find out what people are actually doing and what they're being paid. Which will eventually result in pay levels that are more realistic."

John Sunderland/PHOTOSTAFF

Association teacher and ESP leaders in Denver keep in touch over the summer: left to right, Rae Garrett, DCTA vice-president; Wayne Wittner, secretary, Facilities Managers Assn.; Lee Francis, DAEOP past president; Marilyn Raymond, chair, DAEOP reclassification project.

Indiana ESP Vote To Join ISTA

The 1,000 members of the Indiana Support Personnel Association voted overwhelmingly this past August to merge with the Indiana State Teachers Association. ISTA voted last spring to give ESP members full voting rights.

Russell Roemer, bus mechanic for the East Allen County Schools and president of ISPA, welcomed the vote. He says the merger will give ESP "more clout at the bargaining table and more lobbying power in the state legislature." ISTA will now lobby for a law guaranteeing ESP bargaining rights.

Calling the merger "the right move," ISTA President Damon Moore says the Association will begin to "organize all the members of the education family." Indiana schools employ about 40,000 ESP.

ISPA now becomes District 4 of ISTA, with a representative on the ISTA Board of Directors.

Surviving—and Thriving—Under Fire

After two and a half years of hard work and suspense, the Goffstown Educational Support Staff/NEA-New Hampshire has a contract members can live with—comfortably. The unit was certified in September 1985, but the Goffstown school board challenged the election results. By the time the state labor board had declared the vote valid, a decertification move was afoot.

The results of the decertification vote, held in May 1987, finally convinced district officials they'd have to deal with GESS. In the earlier vote, in 1985, 27 people had voted for the union, 22 against. In the next 18 months GESS made such a good impression—and the district's tactics so alienated employees—that the second vote was 39 for GESS, 13 for decertification.

Now the 60 custodians, maintenance and lunchroom workers, teaching aides, and secretaries who make up GESS are in the second year of a three-year contract. Retroactive to July 1, 1987, it includes not only clauses protecting just cause and providing binding arbitration, but salary increases of 13, 10, and 10 percent in the three years of its duration.

"Many people in the unit never had insurance, never had sick leave, never had holidays—and some of them have been working here 20 years," says GESS President Catherine Richards, a school secretary. "For the first time in their lives, they're experiencing normal, everyday benefits—benefits everyone in every working environment should have."

Satisfaction with the contract has helped GESS sign up 84 percent of its potential membership—the state's highest proportion. What's next? "We're going to be looking for job descriptions and more professional development," says Richards. "And retirement—some people have worked here 20 years and don't have any retirement coming."

Shaping the Future TOGETHER

Giving the Alarm, Getting Results

Teaching assistant Ann Feely of Belfast, Maine, read her mail just before the February break last winter—and got a terrible shock. "A new rule was going through the state Department of Education that all teaching aides who didn't have two years of postsecondary education would not be allowed to perform instructional duties as of July 1," Feely recalls, "—and nobody was paying attention."

Feely, president of the 35-member Education Support Personnel of the Belfast Education Association, did pay attention. "Half our bargaining unit would have been out of work," Feely says, "—people with years of experience, people who've had a lot of in-service education."

With a group that included other Association members and Maine Teachers Association staff, Feely went to the state capital, Augusta, to protest. The result: the regulation won't take effect until the department hears from a task force that includes two Belfast aides and former NEA Board of Directors member Nancy Marrone as well as state officials.

"We want to increase the requirements for aides—but not to lose those who are already working," says Feely. "And at least the state will hear what the people in the field have to say."

Tammy Torres: Teaching Apache Culture

Tammy Torres is a Title VII aide at Mescalero Elementary School on the Mescalero Apache Indian reservation in southeastern New Mexico. She's also a member of NEA-Tularosa.

"She's a fantastic teacher aide—and she outdoes herself when it comes to presenting Apache culture," says Sandra Pierceall, the Title VII teacher and president of NEA-Tularosa.

Torres is a descendant of an Apache medicine man who advised the famous chief Geronimo. "My grandfather—many times back—was with Geronimo when he was captured by federal troops at Fort Bowie near Phoenix in 1886," Torres says.

"I still prepare all the traditional Apache foods—and the children sometimes cook our traditional dishes—fry bread, for example—at school."

Knowing firsthand the value of education, Torres plans to go on to become a teacher. Education, she emphasizes, will be very important for the tribe's future.

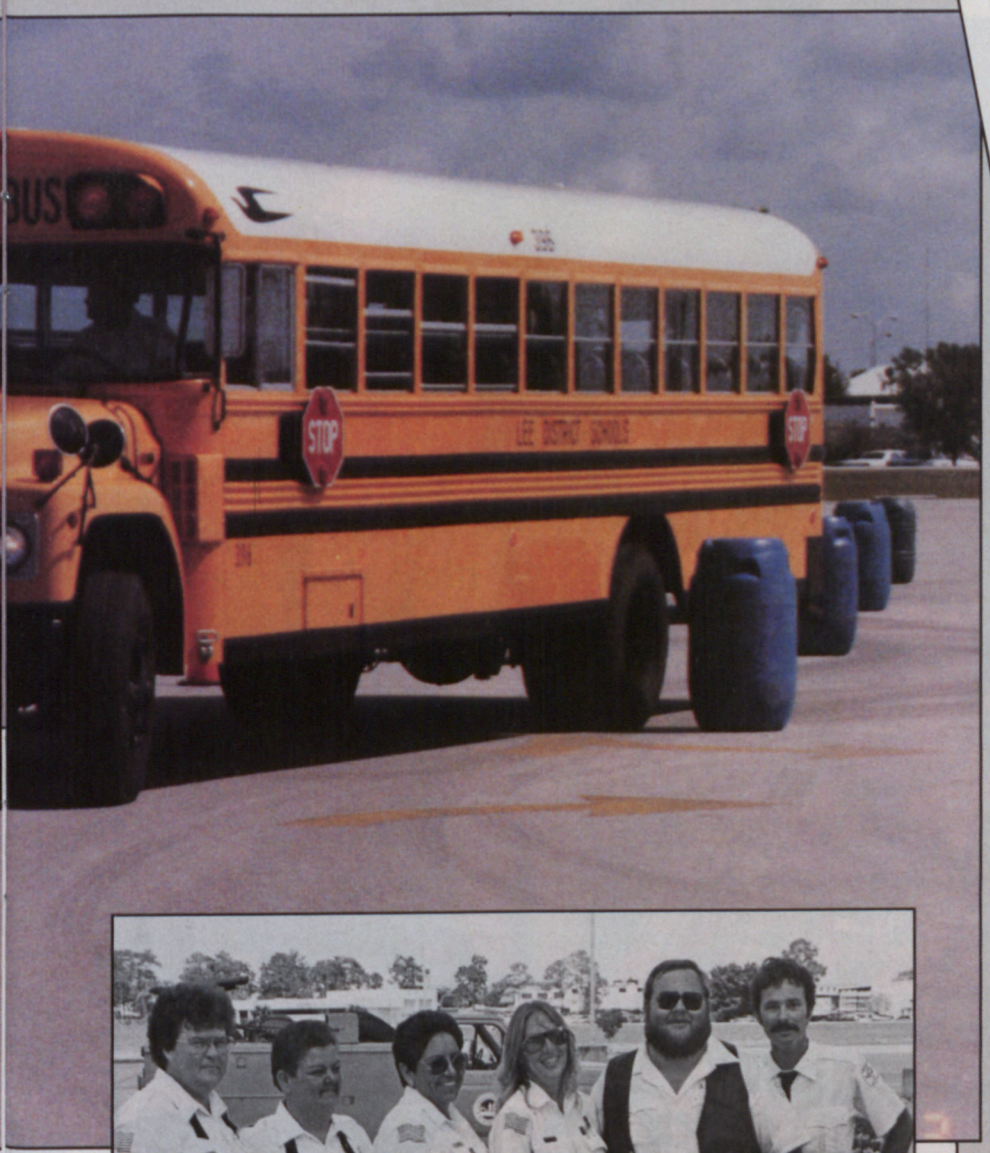
Ron Guerin

Torres, shown here wearing a buckskin dress, had a very traditional Apache upbringing. "Of course, we don't wear buckskin except for special celebrations," she notes.

Royalty of the Road

The Support Personnel Association of Lee County (Fla.) provided all the winners in the fourth annual Lee County bus ROAD-E-O, sponsored this year by the Palm City Kiwanis Club. "The ROAD-E-O isn't just another contest for us," says local President Juanita Carrillo. "It's sponsored by concerned community people who want safe buses, and that makes it special." Carrillo took first place in the contest, followed by Clayton Holloway and Sally Cassidy.

"We'd like to see a permanent



FTP-NEA

FTP-NEA

Members of Florida's Support Personnel Association of Lee County swept the top six places in the county's 1988 Bus ROAD-E-O. From left: Alice Warner, Marilyn Potter, Juanita Carrillo, Sally Cassidy, Donnie Tomlinson, and Clayton Holloway.

course where we can sharpen our driving skills all year round," Carrillo says. "We're ready to take more responsibility for our own professional abilities."

The 269-member SPALC represents custodians and maintenance, food service, and central services (printers, TV technicians) workers as well as bus drivers.

It's 25 and Out—Penalty-Free—For Alabama ESP

Alabama's support staff and teachers share two important gains from the 1988 legislative session—retirement with full pension after 25 years and the opportunity to accumulate as much as 180 days of sick leave. Unused sick leave can be applied to retirement.

Delaware ESP: Fighting for Public Employee Status

Delaware support workers thought their years of lobbying had paid off last summer: the state legislature voted to shift jurisdiction over public workers from the Department of Labor to the Public Employee Relations Board. The move would have given support staff the same rights as teachers in resolving disputes or negotiations impasses. And it permitted ESP locals to file unfair labor practice charges.

Then Delaware Gov. Michael Castle refused to sign the bill—after the legislators, who might have overridden the veto, had adjourned and gone home.

Now Castle has promised to meet with Delaware State Education Association leaders and work out a way for ESP to receive the privileges the bill would have given them.

Cape Henlopen Support Staff Association President Betty Gooch had spent many hours lobbying for the bill.

"I'm hopeful these talks will work out," says the Lewes Jr. High School classroom computer aide. "Recourse under the Department of Labor is very cumbersome—we need a better process."

John Stormzand

Farmington Locals Unite for Pay Equity

In Farmington, Mich., secretaries, bus drivers, custodians, paraprofessionals, maintenance workers, cooks, and teachers all wear the same button. It says simply, "unity."

Members of four local NEA affiliates united this past year to launch a districtwide pay equity campaign. The problem: no job descriptions and an unwieldy and inequitable salary structure.

As Farmington Transportation President and bus driver Murphy Ayers puts it, "The issue is equal pay for employees with comparable job skills, responsibilities, and working conditions."

In June, Farmington NEA members bargained the right to conduct a joint Association-school district pay equity study. "When this study is complete, it will show the pay inequities in our district," says Farmington ESP President Sally Krause, a paraprofessional in a special education classroom at Forest School. "Then, in negotiations, we hope the school board will rectify this injustice."

When the study recommendations are developed, they'll go to the Board of Education and to the bargaining unit members for approval.

Last year the Farmington, Mich., pay equity project brought together leaders of four MEA/NEA affiliates: from left, Dick Hollowell, president, Farmington CMC (Custodial, Maintenance, Cafeteria); Murphy Ayers, president, Farmington Transportation; Sally Krause, president, Farmington ESP; Tom Chrzanowski, then president, Farmington Education Association.

Campbell County Education Association activist Dave Johnson (right) and Jim Britt, CCEA's co-executive director, pose against a Wyoming skyline.

PATCO'S Loss—Campbell County Association's Gain

Ronald Reagan had no idea that firing the PATCO strikers would help unionize school support staff in Campbell County, Wyo. But it did—because the aftermath of the 1981 PATCO strike brought Dave Johnson from Spokane, Wash., to Campbell County.

"I've always carried a union card," says Johnson (above, right), "including one for PATCO when I was air traffic controller in Spokane. After I got fired, I came to Campbell County, where my mother [NEA life member Inez Johnson] was teaching, and got a job as a school carpenter."

"Of course, I joined the Campbell County Education Association—but as an associate member. Only a few ESP belonged then, mainly for the insurance."

That situation changed quickly, says climate control specialist Jim Britt (above, left), one of CCEA's two co-executive directors.

"Dave led the fight against ESP RIFs," Britt recalls. "He helped a member keep her job—using procedures we hope will protect others. And we now have nearly 40 ESP members—full members."

But the local no longer has Dave Johnson. He's gone back to Spokane—where most likely he'll find another good fight for another good cause.

In Louisiana, a Dream of Unity Coming True

Joe Di Dio

Vera Brooks, 1987-88 president of LAE/NEA ESP, currently serves as ESP member of LAE's Board of Directors. Unity and building membership are priorities for Brooks.

"My vision has been to have as many ESP members as teacher members—and we have the potential to do it," says Vera Brooks, 1987-88 president of the ESP caucus of the Louisiana Association of Educators. "But first we have to get ESP to realize there's a lot out there for them."

In 1987-88 LAE held workshops for ESP in targeted areas around the state and encouraged teacher leaders to attend. "All of us need to realize the importance of banding together," says Brooks, who gives Chapter I first-graders one-on-one tutoring in reading. "It took us a long time to get teachers to look at us as potential Association members—and we're still ahead of some other parts of the country."

The Houston Teachers Association Starts Representing ESP

In meet-and-confer sessions that began in June 1988, the NEA/TSTA-affiliated Houston Teachers Association made proposals to the Houston school board for the first time on behalf of three categories of ESP employees. HTA had won the right to represent the custodians, bus drivers, and maintenance workers in a representation election held in fall 1987.

Custodian Wretha Thomas, vice-chair of TSTA's ESP Council and a member of HTA's ESP negotiating team, says: "The Association has already helped us get continuous payroll deduction as well as a guarantee that employees on workers compensation will get their old jobs back at the old pay rate even if they've run out of sick leave."

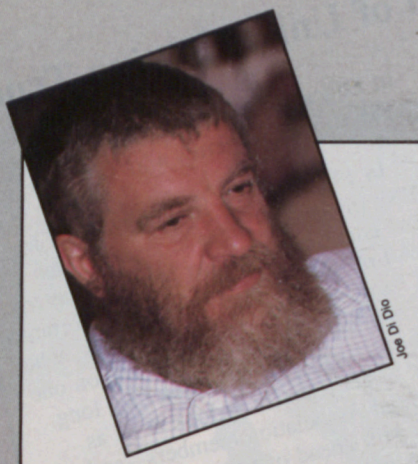
HTA also asked the board for a 15 percent salary increase. Other proposals would increase longevity bonuses, set up a sick leave pool, reclassify "contract" employees as full-time employees, and provide uniforms for bus drivers.

"All ESP in Houston now know how effective the NEA-TSTA connection is," Thomas comments, "and we expect this will cause other ESP categories to turn to HTA."

Sam Pierson, Jr.

The Houston Teachers Association represents bus drivers, custodians, and maintenance workers in the Houston public schools. Active ESP members of HTA are, from left, Harold Gregory, Wretha Thomas, and Henry Curtley. Thomas is a member of HTA's negotiating team; Curtley, president of HTA's ESP Black Caucus.

Shaping the Future TOGETHER


Joe Di Dio

Michigan Starts Pay Equity Drive

With over 18,000 education support members, the Michigan Education Association is the first NEA affiliate to launch a statewide pay equity campaign for ESP.

MEA/NEA's ESP Job Classification Project, already showing signs of success in Farmington (see p. 22), will create a network of local projects around the state. MEA staff will help out with research, communications, public relations, and legal support.

"The statewide campaign will raise public awareness about the issue," says school secretary and NEA Board of Directors member Peggy Brown, "and our network will be stronger than individual projects would be."

Lee Watkins (photo above), a maintenance employee in the Napoleon Community Schools and MEA Board of Directors member, says many in female-dominated jobs are working for salaries at or near minimum wage.

"It's a myth," says Watkins, "that support employees are easily replaced. We've got to raise wage rates to keep those valuable people in our school systems."

Oregon Local Joins Association

Oregon's largest ESP local—the Greater Albany Association of Classified Employees—signed on with OEA/NEA last spring. Its 235 members are bus drivers, maintenance workers, custodians, aides, and secretaries.

Greater Albany ACE President John Osterholm predicts that in negotiations (just getting underway), "Being part of the Association should make a big difference."

The affiliate's major concerns are obtaining prestructured pay schedules and gaining benefits parity with teachers.

Hillsborough's Triple Threat

When salary's not the issue, the separate caucuses of the Hillsborough CTA—teacher, clerical, and paraprofessional—negotiate separate three-year contracts and elect their own officers and executive boards.

But when it comes to salary, the 425 clericals, 1,200 paraprofessionals, and 5,000 teachers negotiate every year—and they do it united. And last winter, united, they affiliated with FTP/NEA to become one of NEA's 10 largest locals.

Starting last summer, the paraprofessional perspective has been built into the HCTA staff as veteran Hillsborough paraprofessional Shirley Austin provides member services to her former colleagues. Austin has 18 years' experience on both the elementary and the secondary levels.

In Alabama, ESP Votes Count

As of June 1, 1988, the 13,500 members of the Education Support Personnel Organization (ESPO) are full voting members of the Alabama Education Association. The new status crowns more than a dozen years of Alabama support personnel organizing.

At the same time, ESPO members have no cause to look back nostalgically at their old organization. ESPO locals remain in business alongside their teacher counterparts, and ESPO will continue to hold an annual state-level Assembly and elect officers of its own. ESPO locals can send delegates to the AEA or the ESPO annual assembly, or both.

Joe Di Dio

With 64.5 percent of its potential members signed up, the Alabama ESPO leads the country in reaching its potential. It also enrolls the nation's third largest state ESP membership.

In 1987-88, 70 ESPO locals increased their membership by 5 percent or more. "This year, now that we have full membership rights," says AEA ESPO President Linda Garrett of Dothan (photo above), "we expect even more ESP to sign up."

Ron Guerin

Little Leaguers and NEA: A Winning Team

They were underdogs—but they walked away with the trophy. Last June the NEA Cardinals (sponsored by NEA-Alamogordo) entered their Little League softball tournament in fourth place. Four days later the under-12 team emerged in first place.

NEA-Alamogordo—a wall-to-wall unit—supplies the Cardinals with hats, shirts, and the money to pay the Little League fees. And that's not all: the Association coaches the team as well.

Minerva Jiménez, maintenance department secretary and NEA-Alamogordo treasurer, notes: "It's nice to have a kids' team to root for."

ESP: A Teacher's Lifesavers

One cold morning in February 1987, kindergarten teacher Ginger Pellecchia was involved in a fenderbender accident on her way to work in North Caldwell, N.J.—and nearly lost her life. As Pellecchia stood between her car and the car that had run into it from behind, a third car plowed into the rear car and shoved it forward, pinning Pellecchia below the right knee.

"The other people seemed unable to help," Pellecchia recalls. "And eight cars went past without stopping. I didn't feel any pain—but eventually I realized my boot was full of blood.

"Finally a little yellow school bus from Wayne came by—and it stopped. All I could think of was, What are they doing here?"

They were taking two boys to a special school for disruptive students—but "they never hesitated," Pellecchia says. "They got me into the bus and headed for an ambulance squad.

"And the whole time, one of those boys—with long blond hair, black leather jacket, chains and crosses all over—was holding my hand, saying, 'Don't worry, lady, you'll be all right.'"

The two drivers, Ernie Engelsman of the Wayne Special Educational Aides Association and Bob Thomas, visited Pellecchia during her month in the hospital, sent her flowers, stood by her during the next 15 months, while her leg healed.

Teachers also pitched in, cooking for Pellecchia's family, taking her little girl to ballet lessons, and sending her some 500 cards in the hospital.

Last June the New Jersey Education Association honored the drivers with a special award at its support staff workshop.

Wall-to-Wall Wisconsin Local Chooses ESP President

Lorrie Smith, an office assistant, is the first nonteacher to become president of a Wisconsin Education Association Council local affiliate.

Members of the Owen-Withee Education Association—65 teachers and 25 support personnel—elected Smith president last spring.

Two years ago, the ESP organized and merged with the existing teachers Association. The two groups bargain separate contracts, but they're united.

"We're all working for the same things, and there's strength in numbers," Smith says, adding, "—the administration knows that, too."

As for being Wisconsin's first ESP local president, Smith considers it "a step forward. I hope my presidency encourages more ESP organizing and helps other support members become active in their locals."

ESP Activists Fill New Association Roles

This fall three ESP members are serving three-month internships in UniServ staff functions. The three—Maine paraprofessional Nancy Marrone, Colorado secretary Helen Benavides, and California auditor Robin Parker—along with their teacher classmates, completed the summer seminar of NEA's UniServ Intern Program for Women and Minorities. Next step will be to apply for full-time Association jobs.

The program's first class, in 1987, included former classified employee Sandy Bushek. Bushek has completed a career switch from data processing to grievance processing—from working as a classified employee to working with classified employees, from organizing meetings to organizing districts. After nearly 10 years as a member of the Oregon Association of Classified Employees, she's a UniServ consultant for the Oregon Education Association. In her new job, Bushek organizes, bargains contracts, and handles grievances for both ESP and teachers.

As a classified employee, Bushek says she often felt "hopeless" about changing her working conditions, but her involvement with the Association changed that. Now, she says she's motivated "to teach other folks that they don't have to put up with it all."

San Diego Members Help Students in Crisis

Joe Di Dio

It happens all the time. A student helps out in a school office, and soon he or she is confiding in folks who work there. Sometimes these confidences involve serious personal problems: an alcoholic parent, a suicidal friend, a desperate need for a college scholarship.

Now, thanks to an NEA Urban Grant, members of the 1,500-strong Classified Employees of San Diego who come in contact with these kids will be able to advise them on where they can turn for help. The affiliate is compiling a resource manual listing people and organizations with specialized expertise that can help the kids solve their specific problems.

"We're asking all our folks who have access to students to 'adopt' one," explains CESD President Susan Hoppe. "Often we're the only persons these kids open up to. We want to make a difference in their lives."

ESP Local Is Growing Force In Clark County, Nevada

Joe Di Dio

Boasting 3,400 members, the Classified School Employees Association of Clark County is one of NEA's largest ESP affiliates—maybe *the* largest. The unit is a diverse family whose members have all levels of educational backgrounds, from eighth grade to Ph.D. Included are systems analysts, drafters, school planning experts, clerical/technical workers, bus drivers, maintenance staff, paraprofessionals, and food service workers.

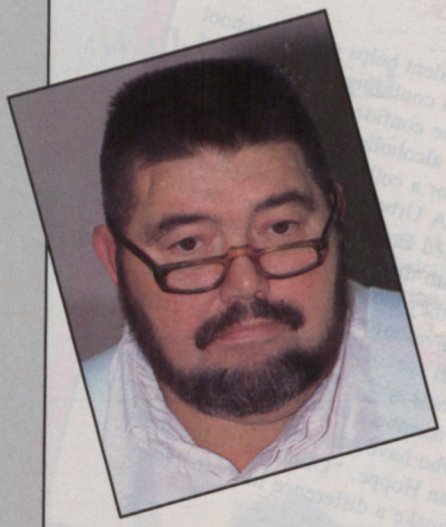
Each job category has a number of seats on CSEACC's board determined by the number of members in that category, so appropriate representation is ensured.

When the affiliate goes to the bargaining table this year, it will take along the results of a three-year pay equity study conducted jointly with the San Diego Classified Employees Association. The emphasis will be on job reclassification.

President Annie Barclay reports that the population of Clark County, which includes Las Vegas, is growing and the district will be building 77 new schools in the next few years. For CSEACC, that means a potential membership of 4,000 in the very near future.

Joe Di Dio

Nancy Marrone (front row, second from right), Helen Benavides (back row, fourth from left), and Robin Parker (back row, second from right) are ESP members of NEA's 1988 UniServ Internship Program. Marrone has represented ESP on NEA's Board of Directors.

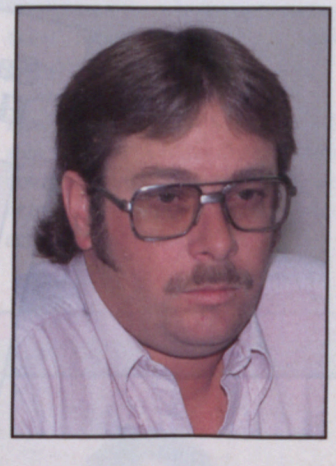


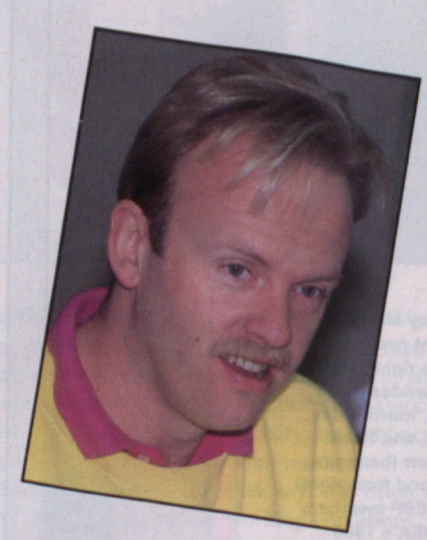
NEA Support Staff Committee Keeps ESP Issues on Front Burner

Four times a year, a few NEA ESP members journey to NEA Center in Washington, D.C., to discuss ESP concerns and map strategies to make sure these are dealt with at the national level.

They're the members of the NEA ESP Standing Committee, whose membership rotates every three years. The Committee serves an important advisory role, notes Chair Mary Ann Smith, a Clearwater, Fla., clerk-typist. "We're charged with making sure support staff concerns are brought to the attention of NEA leaders."

Current Standing Committee members shown in photos taken at the October Committee meeting are *(clockwise from upper right)* Ed White (grounds maintenance specialist, Cheyenne, Wyo.), Chair Mary Ann Smith, Kevin Forney (publications coordinator, Portland, Oreg.), Barbara Fleshman (teacher, Mansfield, Ohio), Jane VanHorn (paraprofessional, Baldwin, Mo.), Betty Smarz (special education instructional aide, Fort Worth, Texas), and Charles Fletcher (groundsman, Ithaca, N.Y.). Unable to attend the meeting was Atlanta paraprofessional Anita Upshaw.





All photos by Joe Di Dio

Bus Driver Parks Voting Booths in Her Garage

Lois Spear, a bus driver in Dundee, Ill., will shake a lot of hands on election day—but not because she's running for office. As she's done for the past 10 years, Spear will welcome voters to Dundee's eighth precinct polling place, which happens to be her garage.

Spear and her husband, a former precinct Democratic committeeman, volunteered their home as a polling place in 1978, because there are no public buildings in the precinct. "We just feel it's our civic duty to do it," Spear says.

November 8 will be a busy day for Spear and her family. They'll make gallons of coffee, set up voting booths, and crank up the heat in the garage. This year, Spear expects up to 200 voters.

In addition to offering convenience and stability to district voters, Spear, president of the NEA-affiliated Dundee Association of Transportation Employees, enjoys election day. "It gives us a chance to see people we don't see often enough," she says.

Welcome, Pennsylvania Support Staff!

With a stroke of the pen, some 13,000 Pennsylvania support staff in 335 locals have become NEA members. The members of the Pennsylvania School Support Staff Association voted last spring to affiliate with NEA as the Educational Support Personnel Association of Pennsylvania (ESPA/PSEA/NEA).

Mary Ann Caputo, a 10-year veteran custodian in the Charleroi School District in western Pennsylvania, is president of ESPA. "When the members of our House of Delegates heard what NEA had to offer, they agreed right away that we should join," Caputo reports.

"We recognized the importance of having an organization like NEA backing us up in anything we might face, on the local or the state level," she continues, "—and of having the administration and school board back home know that NEA is backing us.

"The biggest problem for many of us right now is subcontracting—that's a devastating threat to ESP. They're hitting cafeteria and custodial workers and bus drivers the most right now, but it could be any of us. Then, a lot of school districts are forcing grievances into arbitration to wipe out the treasury—they want to bust the unions."

Caputo says another advantage of NEA membership that's important to ESPA members is the benefits, like insurance and buying programs, from NEA Special Services: "Our delegates couldn't believe how much NEA had to offer us. Members around the state have been signing up for those benefits very quickly."

ESPA isn't resting on its new affiliation. With a goal of 1,200 new members this school year, ESPA is training members—from all the ESP occupations and in all regions of Pennsylvania—to organize their colleagues.

"We'd like to double our membership in the next few years," says Caputo. "And we can do it."

In Wisconsin, It's Contract~~ing~~ or Out

In July 1987, on two weeks' notice, the Bloomer, Wisc., schools laid off seven cooks. Food service was to be provided by Taher, Inc., a Minneapolis-St. Paul–based contractor.

The cooks didn't lose their jobs—Taher had promised the school district to offer them their current negotiated wages—but they did lose their union. And that made the difference. The cooks lost their retirement plan, seniority, and accumulated sick leave and their families' health insurance.

With the assistance of their former union, the Northwest United Educators/WEAC, the cooks employed by the contractor—five of those who'd been laid off, along with two new hires—organized the Bloomer Independent Cooks Association (BICA) and chose it as bargaining agent in a representation election.

When BICA called for negotiations, Taher brought in an expensive Twin Cities anti-labor lawyer. When BICA stood firm, Taher issued an ultimatum—to the school board. Pay the costs of negotiations, they demanded, or we won't stay on next year. The board refused. Its food service operation, which had shown a surplus of $7,000 the previous year, was running $24,000 in the red.

Taher withdrew; no other contractor was willing to bid on the job. The district rehired the cooks. Today they're getting state retirement payments (employer-paid) again, they've gotten back the sick leave and seniority they lost, and their health insurance has been reactivated.

And that $24,000 deficit: how did it happen? "We just did exactly what the contractor told us to do," says Margaret Prill, who put off her retirement for a year to stand beside her colleagues. "And the kids quit eating school lunches."

Ron Colleran

Officers of the Buffalo Education Support Team (from left, Carm Losi, Ellis Woods, and Bernice Keith) plan to keep their local moving forward.

They're the BEST

The Buffalo Educational Support Team (BEST), some 1,000 members strong and all paraprofessionals, has moved forward quickly since affiliating with NEA-New York last March. Formerly associated with another union, BEST members complained of lack of responsiveness and lack of service from union officials and staff. Now, since signing up with NEA, they've seen a win in arbitration as well as greater responsiveness to their own problems.

New BEST officers are Bernice Keith, president; Ellis Woods and Carm Losi, first and second vice-presidents; Ms. Gus Buckwald, secretary; and Jean Morrison, treasurer.

Local Busts Crime, Boosts Education

In the Window Rock and Red Mesa school districts—both located on the Navajo Indian Reservation in northeastern Arizona—ESP organizing has gone hand in hand with crime-busting this year.

"Association members have seen too many violations of state law and tribal regulations," explains art teacher Karen Kyler, vice-president of the Red Mesa Education Association.

The charges—mostly involving district administrative officials—include such matters as ESP contracts that violate Navajo tribal labor standards and school board meetings that violate Arizona law—by not being announced, for instance.

More serious are allegations of check forging and siphoning off education funds for bogus projects. In Window Rock, FBI and federal grand jury investigations have been under way since late spring.

"Political action is our positive weapon," says Alfred Larry Jim, a Chapter 1 aide and RMEA member active in efforts to organize an ESP unit in Red Mesa. "Both here and in Window Rock," Jim reports, "key school board seats are open in this fall's elections.

"By making public our charges of wrongdoing, Association members are educating the voters—who I hope will include future board members—about their responsibilities.

"If we can get competent school boards in power this fall, we can end corruption and focus resources on the children. And we who are ESP will get our first legitimate employment contracts."

The Red Mesa and Window Rock school districts, which serve residents of the Navajo reservation, are regular school districts operating under Arizona law. School board members as well as ESP employees are typically members of the Navajo tribe; some teachers and district administrators are not.

ESP Spur Membership Jump

Last school year, the wall-to-wall unit NEA-Espanola was the fastest-growing local in New Mexico. "We more than doubled in size," says Association President Esperanza Rivera, "and half of the increase was due to ESP joining up."

The Espanola school district, some 25 miles north of Santa Fe, includes two Pueblo Indian villages within its borders. "Three issues have been important to ESP employees," says Carmen Martinez, a teacher aide at Espanola Junior High who serves as acting secretary of NEA-New Mexico and chair of NEA-New Mexico's minority caucus.

"The threat of subcontracting has been on people's minds," Martinez explains. "And last year, the board attempted to put fire-at-will clauses in our individual contracts and in board policy." (New Mexico's 1986 "reform" law opened the door to fire-at-will clauses.)

"Malpractice insurance is also important to ESP," Martinez continues, "especially those in special education. We're all glad to have the NEA policy."

Big Sky Local Gets Going

Montana's Great Falls Educational Support Personnel Association, made up of library and teacher assistants, is one year old and 48 members strong. Last spring the affiliate got a contract that lays a basis for the 1989 negotiations.

GFESPA's main concern, then as now, will be salary: aides receive minimum wage. "We've lost several people to better-paying jobs outside the school system," reports GFESPA President Donna Sims.

GFESPA conducts a year-round membership drive. Members in each school talk to colleagues one-on-one about the benefits of joining.

In Texas, Contracting Out Can Mean Unionization

In the Lone Star state, contracting out can help public employees unionize. In Texas, only private-sector employees, who are by definition covered by the National Labor Relations Act, have the right to join unions.

When, over the past two years, the Lubbock school board contracted out bus service, janitorial service, maintenance, and food service, some of the affected ESP employees decided to form a private-sector union and demand a representation election under the NLRA.

The custodial and maintenance workers quickly formed Lubbock ESP and affiliated with TSTA and NEA. For advice on forming a private-sector union they called on their colleagues of the Amarillo ESP Association, which had prevented contracting out by preparing to form a private-sector union.

In a representation election held in August, Lubbock ESP won the right to represent the district's nearly 300 maintenance workers and custodians, who now work for Marriott. "And we'll knock their socks off when we bargain our contract," says LESP chief negotiator Don Maynard.

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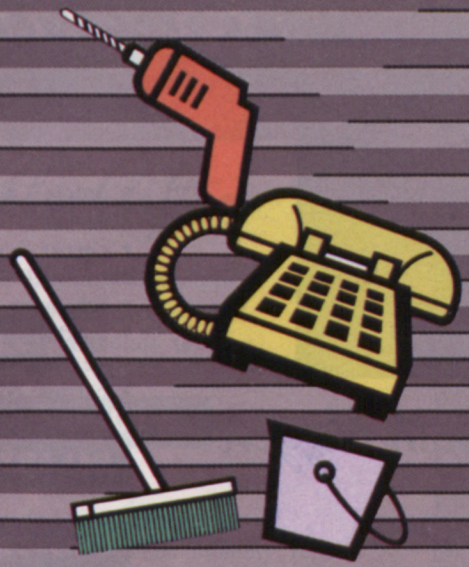
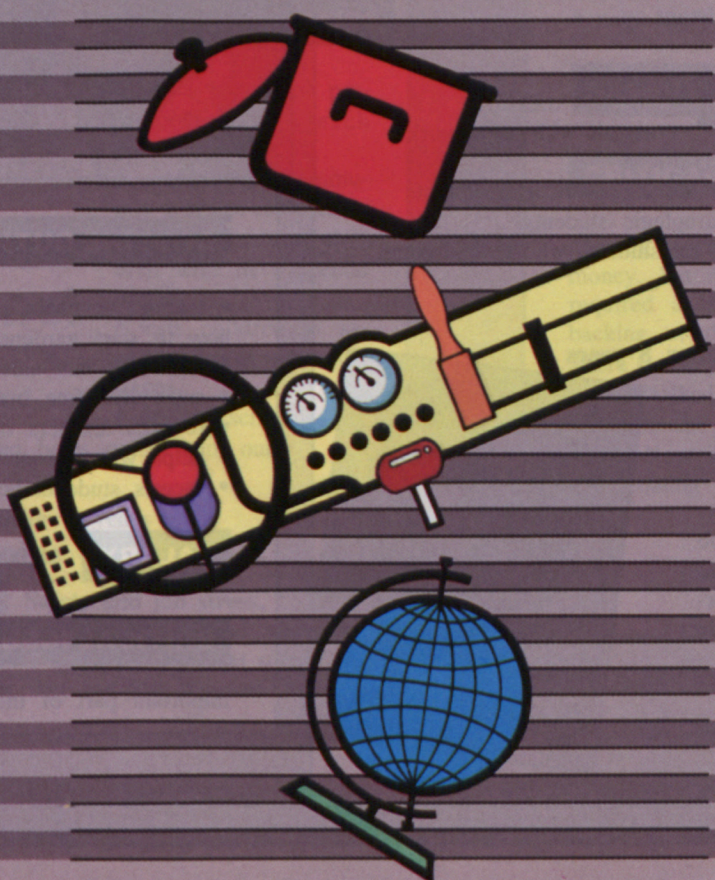


Talking About WORK



Paraprofessionals

PARA-PROFESSIONALS: HELPING EDUCATE THE CHILDREN

The critical jobs paraprofessionals perform are as varied as their titles. Here's a sampling of the kinds of work parapros do, their salaries, and their concerns.

Elizabeth Heggen

Des Moines, Iowa

TITLE Library associate

ROUTINE DUTIES

- supervises library
- orders all books and audiovisual materials
- checks books and equipment in and out
- schedules class visits to the library
- conducts inventory of all books, software, and equipment
- carries out playground duty.

SALARY $10,000 after 17 years

CRITICAL ISSUE

Low pay. "I'm the only staff person in the library. I think my salary is very low for what is expected of me."

Yvonne Galloway

Flint, Michigan

TITLE Nurse's assistant

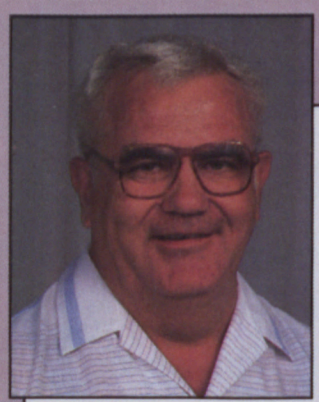
ROUTINE DUTIES

- changes dressings
- assists with paperwork
- performs clean catheterizations
- lifts and prepares students for medical treatments
- changes diapers for paraplegic students
- changes ileostomy bags for students who've had colon surgery.

SALARY $11,000 after 8 years

CRITICAL ISSUE

Lack of job descriptions. "With no clear-cut job description, there's no objective basis for comparing jobs and no rationale for salaries."



Jesse Campbell

Largo, Florida

TITLE

Paraprofessional

ROUTINE DUTIES

- teaches severely emotionally disturbed students how to start gardens and care for plants
- works as bus aide
- supervises free breakfast and lunch programs
- relieves teachers on breaks and during lunch
- helps with parent conferences
- escorts students between classes.

SALARY $8,000 after 3 years

CRITICAL ISSUE **Respect.** "I want some recognition that we are an important part of the education system."

All photos by Joe Di Dio

Talking About Work

Bobbie Clifton

Mound Bayou, Mississippi

TITLE **Assistant teacher**

ROUTINE DUTIES

- checks roll daily
- handles reading group
- grades papers
- changes bulletin boards
- writes monthly reports
- works as substitute when teacher is out.

SALARY **$6,300 after 6 years**

CRITICAL ISSUE **Credit for experience.** "First-year assistants start working at the same salary as a person who has been in the system for 20 years. There's no room for advancement."

Sandy Ausink

Yakima, Washington

TITLE

Parent educator

ROUTINE DUTIES

- visits homes of preschoolers to teach parenting skills
- coordinates community services for parents
- helps parents of children who have special needs
- tests children to assess developmental stages
- designs schedules to meet families' needs and helps carry them out.

SALARY **$7,400 after 6 years**

CRITICAL ISSUE **Safety and job stress.** "Society is changing, and meeting the needs of the parents we serve requires that sometimes we go to neighborhoods that are just not safe."

Norma Ray

Paterson, New Jersey

TITLE **Paraprofessional**

ROUTINE DUTIES

- assists kindergarten teachers in morning, handles afternoon session herself
- substitute teaches
- reinforces lessons with small groups of students
- supervises lunchroom
- helps with paperwork.

SALARY **$16,500 after 19 years**

CRITICAL ISSUE

Moving forward. "I'm paid good money, but it's been a struggle. It's required a belief in myself and the backing of the teachers and NJEA. There's always more to do. The first time I talked about tenure for paraprofessionals, I got laughed out of the room. Now it's not so funny; people are debating it."

Drug Testing Issue Now in Court

School district policy on illegitimate—and legitimate—use of drugs causes concern to many ESP.

In Mesa, Arizona, Gayle Stephens, head of the transportation division of the Mesa Educational Support Personnel Association, reports, "This summer the board approved a policy of pre-employment testing of bus drivers for traces of drugs and alcohol and testing of current employees if there's 'reasonable cause' to suspect drug abuse. That can include having an accident. The board seems to know it can't legally order random drug testing," Stephens notes.

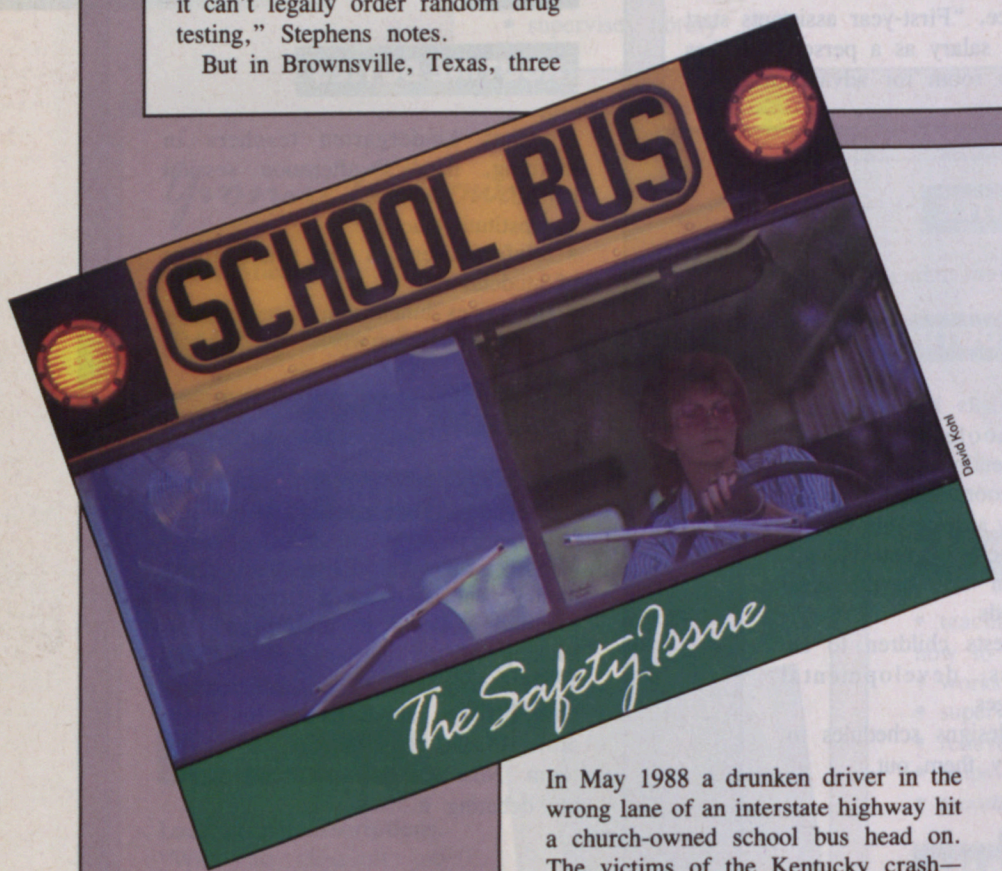
But in Brownsville, Texas, three bus drivers underwent disciplinary action after an unannounced search for illegal drugs last spring. The district halted some 160 cars taking an entire shift of drivers home, and a dog trained to smell out certain substances sniffed all the cars.

"The search turned up a can of beer, a Mexican firecracker, and allegedly some roaches—marijuana cigarette butts—in an ashtray," says bus driver Viola Currier, a site representative for the Association of Brownsville Educators. The man who was said to have marijuana remnants in his ashtray was fired. The other two were reprimanded.

"We filed a grievance because the district did the search without a written policy," Currier says. And TSTA is backing the fired driver.

Some guidance on how far public employers can go in investigating employee drug abuse will emerge in decisions from the U.S. Supreme Court this year.

In an odd twist on the subject, the Mesa, Ariz., school board has asked bus drivers to name any prescription or nonprescription drugs they take that might impair their driving—but refuses to furnish a list of such drugs.



David Kohl

The Safety Issue

In May 1988 a drunken driver in the wrong lane of an interstate highway hit a church-owned school bus head on. The victims of the Kentucky crash—mostly teenagers—included 27 killed and 40 injured.

The ensuing investigation focused on the structure of the bus, which caught fire when its gas tank ruptured. The bus was built before the 1977 upgrade in federally mandated standards of bus construction. One of the revised standards requires more protection for the gas tank.

Nearly a third of the nation's school buses probably fail to meet the 1977 standard. "Even those of us driving standard buses can learn from this tragedy," says Helen Cottongim, a school bus driver in Boone County, Ky., and president of the Kentucky Education Support Personnel Association.

"Some things we do in Boone County could save more lives in this kind of accident," Cottongim says. She offers these tips:

- On long trips, use buses that can stow luggage underneath.
- Make sure any coolers and luggage in the cabin of the bus are fastened down securely. "In Boone County," Cottongim says, "we're thinking of cutting the passenger load on long trips from 66 to 44—just to free up seats for storage."
- Conduct strict evacuation drills twice a year.

"We may also need more federal regulation of private-sector buses," Cottongim continues.

"Bus drivers can help the entire

Drivers Oppose Contracting Out

Contracting out causes grave concern to school bus drivers in Mesa, Ariz., says Gayle Stephens. Stephens, ESP chair of the Arizona Education Association, heads the transportation division of the Mesa Educational Support Personnel Association.

At press time, Stephens reported that the school board in the Phoenix suburb "is considering three bids on bus contracts—without consulting employees. Nothing in our contract protects us."

In Amarillo, Texas, the ESP unit recently succeeded in halting an attempt by the school board to contract out bus service. Sharon Carman, president of the Amarillo Education Support Personnel Association, explains: "We told the board we'd win private-sector bargaining rights for the bus drivers if they were put on a private payroll.

"We had NLRB cards from more than 90 percent of the drivers and bus attendants," Carman recalls. That night the Amarillo board tabled discussion of contracting out bus services—and the idea hasn't come back.

school community become more aware of bus safety," Cottongim adds. "For instance, I really appreciate it when a teacher invites me to class before a field trip so I can explain what the drill is."

As for the Kentucky tragedy, Cottongim lays the blame squarely where it belongs: on alcohol abuse. "We need programs to keep alcohol abusers off the roads," she says. "The cause of this accident wasn't the design of the bus or faulty evacuation procedures; it was drunken driving."

SCHOOL BUS SAFETY STUDIES CONTINUE

It didn't take the Kentucky tragedy to make school bus safety an issue. In March 1987, the National Transportation Safety Board (NTSB) released the results of a study of 43 accidents involving large school buses that met current safety standards. (NTSB is releasing a small-bus study this fall.)

The Board found that the standards had "significantly improved the safety of transportation using large school buses." It also concluded that "lap belt use by school bus passengers probably would not have changed the number of deaths or severe injuries."

Even so, the lap belt issue is still alive. In the 1987 federal highway bill, Congress called for a study by the prestigious National Academy of Science of safety on and near school buses, including the use of seat belts on large buses. The 13-member NAS panel expects to have its report ready by March 1989.

BUS SAFETY STATISTICS

School bus safety has improved since the tougher 1977 manufacturing standards went into effect. The National Safety Council estimates that in the five-year period 1977-81, an average of 19 pupil passengers on school buses were killed each year. In 1982-86 that average dropped to 12 deaths per year. The Council's estimate of school bus driver deaths—five a year—hasn't changed since 1977.

The biggest drop in school bus-related fatalities came in the number of pupils killed in loading areas—most of them struck by their own buses. These deaths averaged 66 pupils a year in 1977-81, 39 a year in 1982-86.

Susan Stack, transportation safety specialist with the National Traffic Safety Board, suggests two reasons for the decrease: "Better safety training of students and changes in bus design.

"With engines moved to the rear of the bus or next to the driver," Stack explains, "the newer buses have less 'snout.' That means the drivers can see better what's in front of the bus."

Stack notes that the school bus safety statistics themselves leave room for improvement: both definitions and reporting requirements change continually.

"When most states adopt the National Minimum Standard Uniform Accident Report Form—devised in 1985 by school bus industry, transport, and safety officials—we'll have comparable national data," Stack contends.

So far, few states have adopted the form. Readers who'd like a copy of Maryland's form may send a SASE (25¢) marked "National Accident Report Form" to George E. Donn, Director of Pupil Transportation, Washington County Schools, P.O. Box 730, Hagerstown, MD 21740.

Secretarial/Clerical Workers

New York County Mandates VDT Controls

Is my computer terminal endangering my health? Many school office employees worry about this every day—and if they want to keep their jobs, there seems to be no escape. Workers are especially concerned about damage to their eyes and short- and long-term effects of exposure to radiation.

For years, office employees who use VDTs have complained of eyestrain, stiff necks, headaches, and shoulder pain. Researchers say the visual problems come from too much glare on the screen. (HINT: they also say indirect lighting and filters, if you can get them, are likely to help.)

As for radiation, results of a recent study conducted by the Kaiser-Permanente Medical Care Program have confirmed workers' worst fears. The study found that pregnant women who spend 20 or more hours a week at terminals are twice as likely to suffer miscarriages during their first trimesters as anybody who uses VDTs less or not at all.

Legislators in at least one locality—Suffolk County, N.Y.—are creating an interesting precedent that addresses part of the problem. Last spring, county lawmakers passed a bill setting standards for public and private businesses that have more than 20 VDTs. In fact, they felt strongly enough about the issue to override a veto by the County Executive by a vote of 13-5.

The bill mandates a 15-minute break every three hours for workers who use terminals more than 26 hours a week. Employers must pay 80 percent of the cost of annual eye exams and required eyewear for employees using VDTs. By 1990, they must provide adjustable desks and chairs.

Legislator John Foley, who sponsored the bill, says its intent is to protect the health and safety of employees using VDTs—to prevent the development of "high-tech sweatshops." On the antiregulation side, companies affected by the legislation argue that the cost of compliance will put them at a disadvantage in competing with firms outside the county. They also say there's no solid evidence that prolonged use of a VDT is harmful. Efforts to pass similar legislation elsewhere have mainly been defeated by the resistance of business interests.

The problem may be slowly passing into history: most computer manufacturers now offer terminals with tiltable screens and other antiglare features, and they're sealing their products more effectively against radiation leakage. But today, many office computers are as much as 15 years old, with the hazards still built in.

Tote that Box,

Most folks don't think of office personnel as being prone to back injuries, but secretaries and clerks often perform duties that extend beyond their desks. Picking up deliveries, carrying books, and lifting boxes can all cause back strain—especially for those who aren't training as weight lifters.

Texas State Teachers Association board member Myown Cooper, a secretary at Houston's Sutton Elementary School, explains that even when plant operators or custodians bring a box right to the school office, they're often not available when the contents have to be removed and stored. "Textbooks—office supplies, for that matter—are heavy to lift," Cooper notes.

Working long hours in badly designed chairs also can strain anybody's back. Desk chairs should support the back, and—because people come in various shapes and sizes—they should be adjustable for proper fit.

High shelves present another hazard for office workers. Reaching for and lowering an object stored above the head can pull their shoulder or back muscles.

Needed: Room to Work

In many older schools, the student population has grown—right into the office. Work space has been cut to a bare minimum, and conditions for office workers are cramped, noisy—even dangerous.

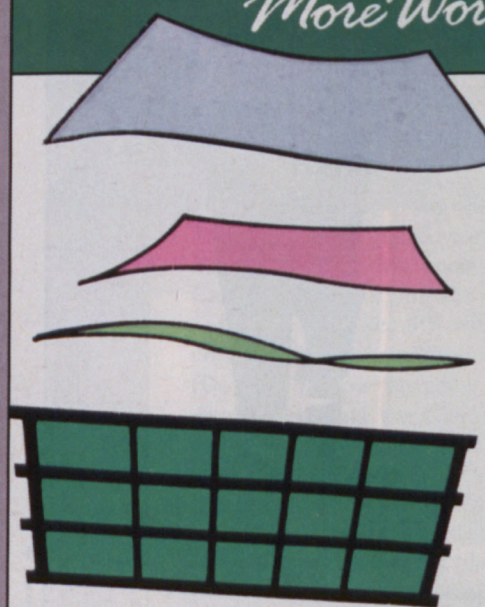
Try typing while a sick child—waiting for a parent to pick her up—vomits nearby. Try having to go to the school nurse's office—filled with more sick children—to use a computer. Try balancing the accounts in a small room with 10 other activities going on.

When space is at a premium, there's no proper place for books and office supplies, either. They're stacked on the office floor, where they wait to trip the passerby. And who's passing by? Most often, it's the school secretary or typist.

Talking About Work

Lift that Mail

More Students, More Work; More Work, More Pay?



Growing student enrollment means not only less space but more work. That can translate to extra hours on the job—either in the evening or during the students' summer vacation.

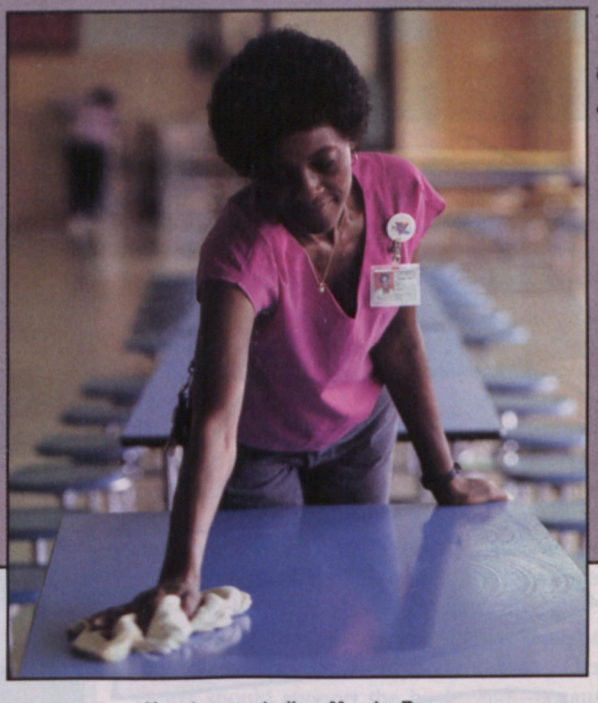
"We work the extra hours so we can get the job done, for our own peace of mind," explains TSTA board member Myown Cooper, a school secretary in Houston. "But working conditions should be such that the extra work isn't necessary."

Cooper adds that when the work overflows the workday, it helps worker morale to have a cooperative principal—one who's flexible about letting an employee have personal leave in return for those overtime hours—especially since office workers in the Houston schools aren't likely to get overtime pay.

Custodial/Maintenance Workers

They're often the first at school, the last to leave, the people who work in the hottest and coldest places. To other school employees, they're the fixers and the keepers of the keys. To children, they're often the voices of discipline and common sense, but also of compassion. More than many other members of the education family, they face hazards—PCBs, radon, asbestos, pesticides—because of the places they work and the kind of work they do.

They are the custodial and maintenance workers, and as everyone in the school has reason to know, they are invaluable members of the school team.



Sam Pierson, Jr.

Houston custodian Margie Ross

Building Membership in Houston

Margie Ross has worked as a custodian at Hartman Middle School in Houston for the past six years. She's a member of the Houston Teachers Association and the Texas State Teachers Association/NEA.

"I clean the rooms, sweep the halls, and generally keep things in order," says Ross, who works the 1-9:30 p.m. shift. "I get along just fine with the kids—I talk to them, and they don't give me any back talk.

"I've never had any problems at work," adds Ross, "but I joined the Association so if something came up, I'd have help with the situation."

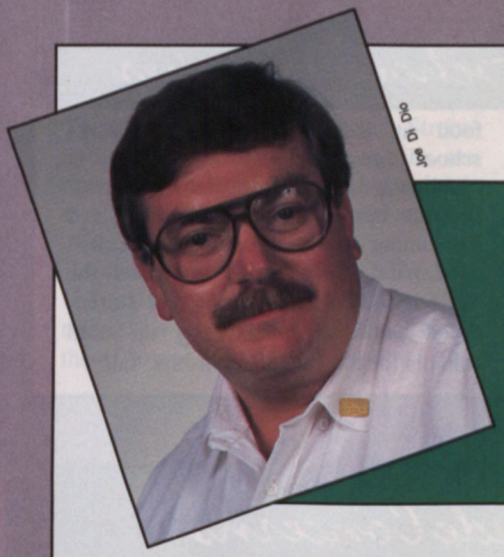
Geraldine Owens is Ross's colleague at Hartman Middle School. She's been there 12 years and finds most of the school's 1,200 students "lovely to work with. Everyone appreciates our contribution to the school's operation." This year that appreciation was expressed in a concrete way: the school administration presented Owens with a plaque of appreciation and an apple-shaped pin like those given teachers.

Owens, a member of the Houston Teachers Association for three years, has served a one-year term on HTA's 21-member Executive Board. "I'm proud to be a member of the Association—and I sign up new members when I can," she notes.

Sam Pierson, Jr.

Houston custodian Geraldine Owens

Talking About Work



Pushing for Safety in Michigan

Ken Leche, a night custodian at Kellogg (Mich.) Community College and a board member of the Michigan Educational Support Personnel Association, finds his major focus these days is on protecting the health and safety of all workers—especially his custodial and maintenance colleagues.

"I'd like to see the asbestos issue move up as a state-level priority. NEA has done that on the federal level, and we're using the NEA asbestos language as a model for our own legislative initiative."

Leche, who's worked at the college for the last 14 years, says school districts are hard-pressed to come up with the money for asbestos abatement and the state needs to help out more. Despite all the attention given asbestos hazards in the last few years, Leche says MEA members are still telling him about some dangerous situations.

"One teacher told me her school auditorium ceiling releases asbestos flakes that drift down onto people's heads, yet the district administrator says asbestos is not a serious problem.

"To make matters worse," notes Leche, "most custodians get inadequate training—only about two hours—in working near asbestos."

Agent for Change in California

Mike Downey, head custodian at Balboa Middle School in Ventura, Calif., has been doing custodial work in this southern California district for the past 16 years.

During those years Downey's perspective on ESP issues broadened as he became more involved in his local Association (Downey is now president of the Ventura Classified Employees Association) and the California Teachers Association. Now he's active on the national level as well. One of the newest members of the NEA Board of Directors, Downey was elected to an at-large seat at the NEA Representative Assembly in July.

Downey sees the issues of contracting out and school finance as two concerns that cut across state borders. In his own area, he's noticed that some schools are leaving positions vacant, thereby reducing classroom cleaning from an everyday to an every-other-day schedule. In addition, the issue of paying for rising health care premiums has begun to loom large for support staff.

Food Service Workers

Every day, some 24 million kids across the nation eat lunch in 90,000 or so school cafeterias. Here are a few of the people who prepare and serve those meals and some of their most pressing concerns.

Screening Out School Lunches

School employees were among the most offended by a TV ad last summer promoting Roy Rogers fast food by insulting school lunches. The *Wall Street Journal*, which doesn't always see eye-to-eye with school workers on education issues, blasted the ad in terms we can't top: "For Marriott [owner of Roy Rogers] to praise junk food at the expense of nutritious school fare isn't just unfunny. It is cruel to kids for whom that meal may be the best they get all day, and demeaning to those who prepare it."

Marriott promised to withdraw the ad, but those leering faces and stereotyped meals kept showing up until schools began opening in the fall.

Local Priorities, Nationwide Concerns

Joe DiDio

Baker Myrth Hall is proud that she prepares most of the baked goods—rolls, cookies, pizzas—for the Petoskey, Mich., schools from scratch. But she's troubled, as a professional, by the decline she's seen in **kids' standards of nutrition** during her 15-year career in school food service.

"Our menus give them plenty of choice," Hall says. "We provide lots of a la carte dishes and a wonderful complete lunch, we always have fresh fruit, and all our schools have salad bars—but kids are so in tune with fast foods that they don't often choose a well-balanced, nutritious meal.

Hall does her baking at the high school, sending her products out to Petoskey's middle school and three elementary schools. The district employs 10 food service workers, she notes, along with a supervisor.

It was the food service workers who started their Association, the Petoskey ESP, Hall says, "then the custodians and secretaries joined up."

Even so, salary and working conditions aren't Hall's biggest worry. "I'm concerned with the nutrition of the kids today," she sums up, "because I think health *is* nutrition."

"Not everybody does the same thing, but we all get the same pay," says Claudette Little of Colbert County, Ala., outside Tuscumbia. "There's a great need for **job descriptions**. It's not just a problem for food service workers—it affects bus drivers, janitors, everyone on the support staff.

"They tell us that we get the top salary for food service workers in the county system," points out Little, an 18-year veteran lunchroom manager, "but in the city of Tuscumbia some of the regular food service workers earn as much as I do as a manager."

Like Myrth Hall, Little has seen a shift in students' eating habits. Colbert Heights High School, where she works, has offered students a salad bar for the past three years. The lunchroom also provides a hot line, a cold line, and a sandwich line with four different kinds of sandwiches a day.

Joe DiDio

"And we always have pizza and french fries," Little says.

"When we used to serve the food," she notes, "we'd use maybe a case of whatever vegetable we were serving. Now that the kids serve themselves, we open two cans at the most. But they finish more of what's on their plates."

Health and safety are important concerns to Pat Matoskey of Trotwood, Ohio, outside Dayton. Matoskey, whose main responsibility is baking, points out that high temperatures could cause a food service worker to faint—and anyone who faints while running a heavy-duty mixer or lifting a heavy pan risks serious injury.

Another hazard for cafeteria workers is back injury—from lifting, for example, a 50-lb. sack of flour or a case of canned goods. Matoskey's school—the Trotwood-Madison High School, which sends food out to the district's six other schools—provides someone to do the heavy lifting in the kitchen.

Matoskey credits her local Association, the Trotwood-Madison Education Association, with improving job security and fending off cuts in benefits. Matoskey is TMEA's vice-president representing support employees; another vice-president represents teachers. All other positions in the local are open to any member, regardless of occupation.

The Trotwood-Madison contract offers food service workers starting pay of $7.51 an hour; an employee with 20 years' experience could earn $9.29. The nine-month calendar includes 178 working days, 9 paid holidays, 3 personal leave days, and sick leave. Support staff also have medical and dental insurance.

Matoskey holds an at-large support staff position on the board of the Ohio

Talking About Work

Rewriting the Book on School Food

Taco salad is in, liver is out. Stromboli is in, peanut butter meatballs are out. And the old standbys spaghetti, lasagna, and oatmeal cookies are still going strong.

For the first time since 1971, the U.S. Department of Agriculture has revised its school lunch cookbook—and those are some of the results. The book's 161 recipes are both healthier and more appetizing than those they replace. About half are revisions, with less fat, salt, and sugar than the older versions; many have been subjected to the ultimate test—by kids.

USDA distributes the new recipe book free to state agencies and regional offices.

Education Association. The seat was only authorized for six years—until 1993—but by that time Matoskey hopes to see a guarantee that if no ESP is elected to the board, the at-large ESP seat will be filled. "That's how it's done on the NEA Board," she notes. "I think it's a good model."

For many food service workers, **loss of work days** on the school calendar means loss of pay. That's certainly been true lately in Champaign, Ill.: Champaign support workers lost a day last year and two days this year from the school calendar. "I think this is a problem all over the country," says Margie Stanton, president of Champaign (Ill.) Educational Services Personnel. Eleven years a cafeteria manager, Stanton, who's in charge of food service at Jefferson Middle School, notes that anyone whose work depends on the school calendar is always concerned about the district's ability to cut the number of days worked.

"When the school board needs to cut, they tend to look at the people who work by the school calendar and cut days. They cut inservice days, for example. And of course, anything that affects their budget, affects our income much more. Administrators aren't concerned about their salaries being affected by the school calendar, because they get paid whether school is open or not.

"And we need these two days. That is when we used to really get in there and scrub down and clean everything—do the extra things you can't get to when you're serving more than 400 kids a day."

So far, the school district has refused to negotiate contract language on calendar days. But the contract runs out this year, and Stanton hopes to get a strong clause on the issue before the calendar is set for 1989-90.

In Mansfield, Ohio, Nikki Crooks is concerned about **recognition**—in both salary and respect—for the inservice education that food service workers are getting themselves.

"All over the country, a lot of us have worked to be certified in food service," says Crooks, who's head cook at Woodland Elementary School. "We're not just housewives cooking for a large number of people.

"Like any other job, ours is getting more technical, and the requirements for certification from the American School Food Service Association keep going up. The number of hours we have to take in sanitation just went up, for example.

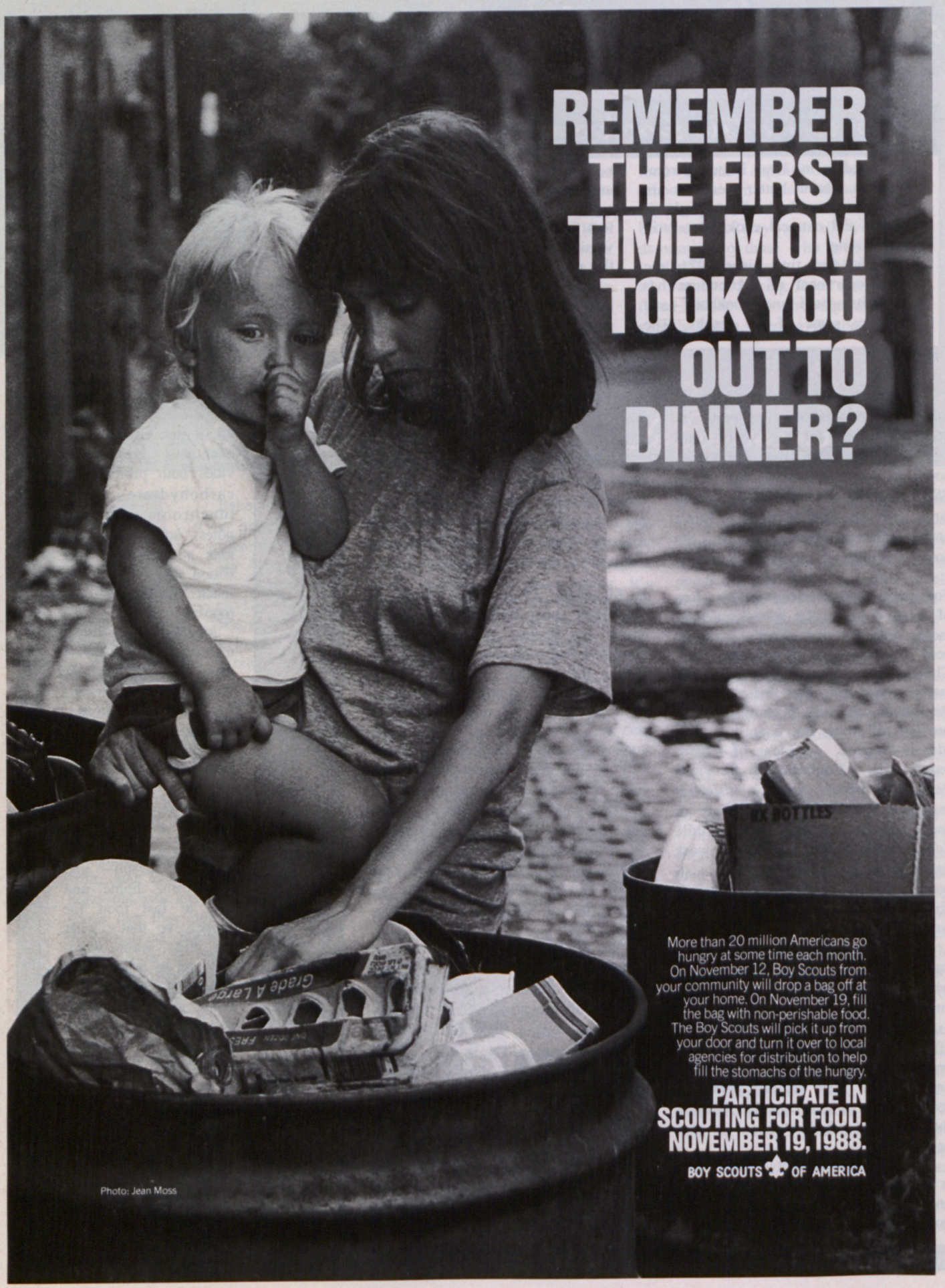
"We go to extra evening programs that give us credit towards certification," says Crooks, a leader in the wall-to-wall Mansfield School Employees' Association (see p. 10), "and we'd like to see more school systems and states recognize that this certification means we've attained a higher level of knowledge and competence."

Jeff Sprang

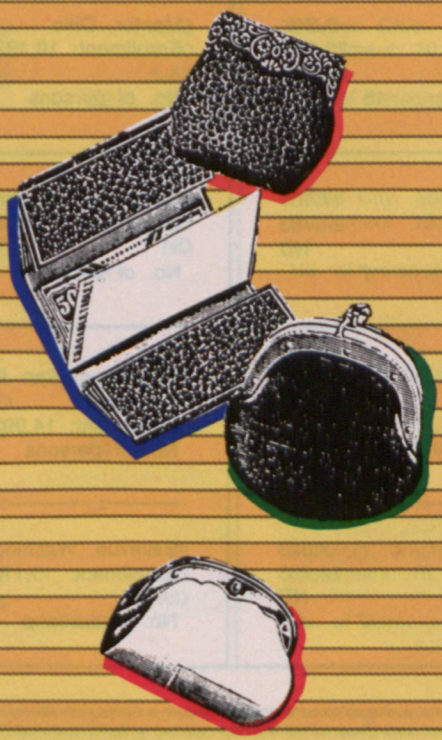
Pizza Report

A lot of pizzas are dished out in school lunchrooms these days, and the food service workers, who see them up close, say pizzas aren't just popular, but nutritious. Pizza provides both protein and carbohydrate, one lunchroom manager notes, so it can give kids a lot of the nutrition they need. How much? Depends on the topping.

Margie Stanton of Champaign, Ill. (see story, left), points out that kids form their eating habits at home. "Some of them go for the fast food, some don't, and it shifts from one year to the next," Stanton reports. "A lot of the mothers are working—I can identify with that myself— and they come home and turn to fast food for supper, so that's what the kids want when they get to school. But some of them come home and cook something anyway—so their kids want a casserole-type dish for lunch."

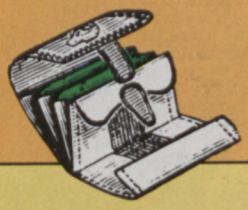

REMEMBER THE FIRST TIME MOM TOOK YOU OUT TO DINNER?
BX BOTTLES
Grade A Large
More than 20 million Americans go hungry at some time each month. On November 12, Boy Scouts from your community will drop a bag off at your home. On November 19, fill the bag with non-perishable food. The Boy Scouts will pick it up from your door and turn it over to local agencies for distribution to help fill the stomachs of the hungry.
PARTICIPATE IN SCOUTING FOR FOOD. NOVEMBER 19, 1988.
BOY SCOUTS OF AMERICA
Photo: Jean Moss

How Well PAID?



Secretaries / Stenographers

CENTRAL OFFICE



National Average Salary, 1986-87	$17,182
National Average Salary, 1987-88	$18,220
Percent Salary Increase	6.0%

1987-88 salaries, by school district

Mesa, Arizona	Low	14,457
Enrollment: 57,107	High	25,507
	Avg.	**20,373**
No. of persons	49	

San Diego, California	Low	16,356
Enrollment: 116,421	High	24,168
	Avg.	**ND**
No. of persons	77	

Hillsborough County (Tampa), Florida	Low	14,210
	High	27,726
Enrollment: 117,269	**Avg.**	**19,654**
No. of persons	152	

Richmond County (Augusta), Georgia	Low	10,580
	High	17,664
Enrollment: 33,373	**Avg.**	**16,571**
No. of persons	10	

Pocatello, Idaho	Low	9,246
Enrollment: 13,336	High	20,330
	Avg.	**12,196**
No. of persons	15	

Alton, Illinois	Low	17,101
Enrollment: 7,580	High	24,793
	Avg.	**ND**
No. of persons	7	

Acadia Parish (Crowley), Louisiana	Low	12,180
	High	14,780
Enrollment: 10,421	**Avg.**	**12,846**
No. of persons	10	

School Administration District 6, Bar Mills, Maine	Low	7,043
	High	14,705
Enrollment: 4,345	**Avg.**	**ND**
No. of persons	7	

Bay City, Michigan	Low	12,132
Enrollment: 11,138	High	25,089
	Avg.	**19,748**
No. of persons	26	

St. Louis County, Missouri	Low	12,807
Enrollment: 17,000	High	19,347
	Avg.	**15,860**
No. of persons	39	

SAU 8—Concord, New Hampshire	Low	19,235
	High	21,910
Enrollment: 4,656	**Avg.**	**20,349**
No. of persons	4	

Pemberton Township, Browns Mills, New Jersey	Low	12,888
	High	27,148
Enrollment: 7,577	**Avg.**	**17,819**
No. of persons	6	

Mentor, Ohio	Low	16,275
Enrollment: 10,197	High	21,371
	Avg.	**20,288**
No. of persons	12	

Rapid City, South Dakota	Low	11,955
Enrollment: 13,086	High	17,076
	Avg.	**14,225**
No. of persons	19	

Edgewood (San Antonio), Texas	Low	10,395
	High	13,745
Enrollment: 14,997	**Avg.**	**ND**
No. of persons	19	

Bellevue, Washington	Low	14,908
Enrollment: 15,175	High	30,767
	Avg.	**19,270**
No. of persons	26	

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Custodians

National Average Hourly Wage, 1986-87	$7.51
National Average Hourly Wage, 1987-88	$7.82
Percent Hourly Wage Increase	4.1%

1987-88 hourly wages, by school district

Mesa, Arizona	Low	8.09
Enrollment: 57,107	High	9.78
	Avg.	**8.90**
No. of persons	342	

San Diego, California	Low	7.25
Enrollment: 116,421	High	11.80
	Avg	**ND**
No. of persons	405	

Hillsborough County (Tampa), Florida	Low	5.05
	High	8.16
Enrollment: 117,269	**Avg.**	**7.02**
No. of persons	742	

Richmond County (Augusta), Georgia	Low	5.95
	High	7.76
Enrollment: 33,373	**Avg.**	**7.50**
No. of persons	280	

Pocatello, Idaho	Low	4.48
Enrollment: 13,336	High	8.60
	Avg.	**5.58**
No. of persons	72	

Alton, Illinois	Low	6.53
Enrollment: 7,580	High	10.29
	Avg.	**ND**
No. of persons	71	

Acadia Parish (Crowley), Louisiana	Low	5.44
	High	6.08
Enrollment: 10,421	**Avg.**	**5.81**
No. of persons	58	

School Administration District 6, Bar Mills, Maine	Low	5.78
	High	6.93
Enrollment: 4,345	**Avg.**	**ND**
No. of persons	37	

Bay City, Michigan	Low	9.46
Enrollment: 11,138	High	12.00
	Avg.	**10.93**
No. of persons	85	

St. Louis County, Missouri	Low	6.50
Enrollment: 17,000	High	7.75
	Avg.	**7.25**
No. of persons	31	

SAU 8—Concord, New Hampshire	Low	5.44
	High	8.10
Enrollment: 4,656	**Avg.**	**7.16**
No. of persons	50	

Pemberton Township, Browns Mills, New Jersey	Low	6.54
	High	11.58
Enrollment: 7,577	**Avg.**	**9.10**
No. of persons	64	

Mentor, Ohio	Low	7.89
Enrollment: 10,197	High	12.56
	Avg.	**9.56**
No. of persons	70	

Rapid City, South Dakota	Low	6.26
Enrollment: 13,086	High	8.42
	Avg.	**ND**
No. of persons	94	

Edgewood (San Antonio), Texas	Low	4.01
	High	6.31
Enrollment: 14,997	**Avg.**	**5.16**
No. of persons	162	

Bellevue, Washington	Low	8.66
Enrollment: 15,175	High	11.52
	Avg.	**9.32**
No. of persons	93	

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Clerk Typists

National Average Salary, 1986-87	$13,729
National Average Salary, 1987-88	$14,651
Percent Salary Increase	6.7%

1987-88 salaries, by school district

Mesa, Arizona	Low	10,100
Enrollment: 57,107	High	15,154
	Avg.	**13,444**
No. of persons	23	

San Diego, California	Low	12,192
Enrollment: 116,421	High	19,404
	Avg.	**ND**
No. of persons	137	

Hillsborough County (Tampa), Florida	Low	9,840
Enrollment: 117,269	High	23,222
No. of persons	**Avg.**	**13,301**
	188	

Richmond County (Augusta), Georgia	Low	10,930
Enrollment: 33,373	High	14,930
No. of persons	**Avg.**	**13,607**
	10	

Alton, Illinois	Low	10,300
Enrollment: 7,580	High	15,307
	Avg.	**ND**
No. of persons	6	

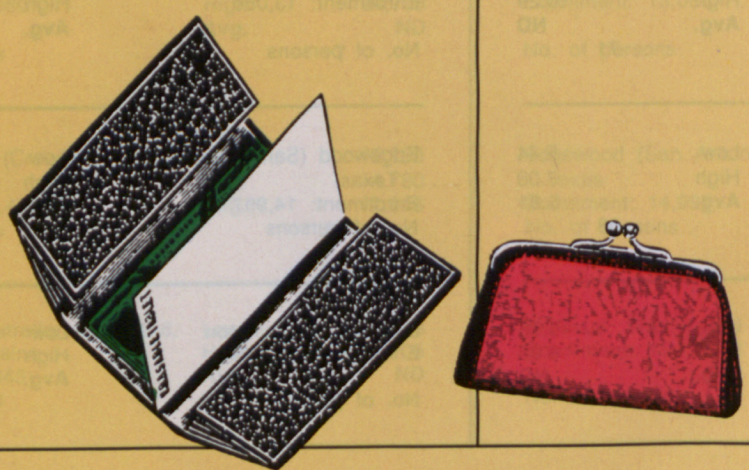
Acadia Parish (Crowley), Louisiana	Low	10,440
Enrollment: 10,421	High	13,180
No. of persons	**Avg.**	**12,667**
	6	

St. Louis County, Missouri	Low	12,262
Enrollment: 17,000	High	16,622
	Avg.	**14,475**
No. of persons	13	

SAU 8—Concord, New Hampshire	Low	11,009
Enrollment: 4,656	High	17,547
No. of persons	**Avg.**	**14,718**
	7	

Mentor, Ohio	Low	11,048
Enrollment: 10,197	High	11,048
	Avg.	**11,048**
No. of persons	1	

Edgewood (San Antonio), Texas	Low	7,137
Enrollment: 14,997	High	11,522
No. of persons	**Avg.**	**ND**
	3	



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Secretaries / Stenographers

BUILDING LEVEL

National Average Salary, 1986-87	$13,947
National Average Salary, 1987-88	$14,749
Percent Salary Increase	5.8%

1987-88 salaries, by school district

Mesa, Arizona	Low	13,248
Enrollment: 57,107	High	21,939
	Avg.	**17,588**
No. of persons	82	

San Diego, California	Low	14,310
Enrollment: 116,421	High	24,168
	Avg.	**ND**
No. of persons	155	

Hillsborough County (Tampa), Florida	Low	14,582
	High	22,298
Enrollment: 117,269	**Avg.**	**18,695**
No. of persons	139	

Richmond County (Augusta), Georgia	Low	8,390
	High	14,604
Enrollment: 33,373	**Avg.**	**12,541**
No. of persons	204	

Pocatello, Idaho	Low	8,070
Enrollment: 13,336	High	10,915
	Avg.	**9,047**
No. of persons	23	

Alton, Illinois	Low	11,305
Enrollment: 7,580	High	19,168
	Avg.	**ND**
No. of persons	18	

Acadia Parish (Crowley), Louisiana	Low	8,765
	High	12,780
Enrollment: 10,421	**Avg.**	**10,636**
No. of persons	36	

School Administration District 6, Bar Mills, Maine	Low	6,111
	High	14,893
Enrollment: 4,345	**Avg.**	**10,502**
No. of persons	34	

Bay City, Michigan	Low	12,847
Enrollment: 11,138	High	23,957
	Avg.	**17,580**
No. of persons	43	

St. Louis County, Missouri	Low	13,352
Enrollment: 17,000	High	17,712
	Avg.	**16,710**
No. of persons	10	

SAU 8—Concord, New Hampshire	Low	11,115
	High	18,235
Enrollment: 4,656	**Avg.**	**14,488**
No. of persons	23	

Pemberton Township, Browns Mills, New Jersey	Low	12,888
	High	20,892
Enrollment: 7,577	**Avg.**	**15,556**
No. of persons	44	

Mentor, Ohio	Low	10,923
Enrollment: 10,197	High	21,921
	Avg.	**16,034**
No. of persons	37	

Rapid City, South Dakota	Low	10,817
Enrollment: 13,086	High	12,960
	Avg.	**12,635**
No. of persons	38	

Edgewood (San Antonio), Texas	Low	7,137
	High	9,699
Enrollment: 14,997	**Avg.**	**ND**
No. of persons	27	

Bellevue, Washington	Low	14,908
Enrollment: 15,175	High	20,421
	Avg.	**17,665**
No. of persons	43	

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Bus Drivers

National Average Hourly Wage, 1986-87	$8.06
National Average Hourly Wage, 1987-88	$8.31
Percent Hourly Wage Increase	3.1%

1987-88 hourly wages, by school district

Mesa, Arizona	Low	8.55
Enrollment: 57,107	High	9.44
	Avg.	**8.99**
No. of persons	200	

San Diego, California	Low	8.81
Enrollment: 116,421	High	10.71
	Avg	**ND**
No. of persons	41	

Hillsborough County (Tampa), Florida	Low	6.41
	High	9.44
Enrollment: 117,269	**Avg.**	**9.37**
No. of persons	679	

Richmond County (Augusta), Georgia	Low	6.40
	High	8.35
Enrollment: 33,373	**Avg.**	**8.15**
No. of persons	138	

Pocatello, Idaho	Low	5.38
Enrollment: 13,336	High	6.83
	Avg.	**6.01**
No. of persons	44	

Acadia Parish (Crowley), Louisiana	Low	12.38
	High	12.38
Enrollment: 10,421	**Avg.**	**12.38**
No. of persons	111	

School Administration District 6, Bar Mills, Maine	Low	4.78
	High	7.14
Enrollment: 4,345	**Avg.**	**ND**
No. of persons	60	

Bay City, Michigan	Low	7.46
Enrollment: 11,138	High	9.26
	Avg.	**8.69**
No. of persons	80	

St. Louis County, Missouri	Low	9.55
Enrollment: 17,000	High	9.80
	Avg.	**9.65**
No. of persons	282	

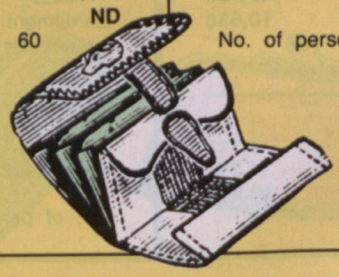
SAU 8—Concord, New Hampshire	Low	6.00
	High	7.05
Enrollment: 4,656	**Avg.**	**6.70**
No. of persons	34	

Pemberton Township, Browns Mills, New Jersey	Low	7.34
	High	10.92
Enrollment: 7,577	**Avg.**	**9.03**
No. of persons	84	

Mentor, Ohio	Low	9.27
Enrollment: 10,197	High	11.40
	Avg.	**10.74**
No. of persons	49	

Edgewood (San Antonio), Texas	Low	4.48
	High	6.31
Enrollment: 14,997	**Avg.**	**5.66**
No. of persons	20	

Bellevue, Washington	Low	7.66
Enrollment: 15,175	High	8.86
	Avg.	**8.56**
No. of persons	57	



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Library Clerks

BUILDING LEVEL

National Average Salary, 1986-87	$10,641
National Average Salary, 1987-88	$11,234
Percent Salary Increase	5.6%

1987-88 salaries, by school district

Mesa, Arizona	Low	11,849
Enrollment: 57,107	High	15,154
	Avg.	**13,766**
No. of persons		24

San Diego, California	Low	15,204
Enrollment: 116,421	High	20,376
	Avg.	**ND**
No. of persons		46

Hillsborough County (Tampa), Florida	Low	9,019
	High	15,764
Enrollment: 117,269	**Avg.**	**12,493**
No. of persons		23

Richmond County (Augusta), Georgia	Low	7,180
	High	12,492
Enrollment: 33,373	**Avg.**	**9,641**
No. of persons		51

Pocatello, Idaho	Low	6,583
Enrollment: 13,336	High	7,168
	Avg.	**6,776**
No. of persons		6

Alton, Illinois	Low	6,851
Enrollment: 7,580	High	7,993
	Avg.	**7,422**
No. of persons		2

School Administration District 6, Bar Mills, Maine	Low	5,832
	High	6,016
Enrollment: 4,345	**Avg.**	**5,924**
No. of persons		2

Bay City, Michigan	Low	17,013
Enrollment: 11,138	High	17,188
	Avg.	**17,130**
No. of persons		3

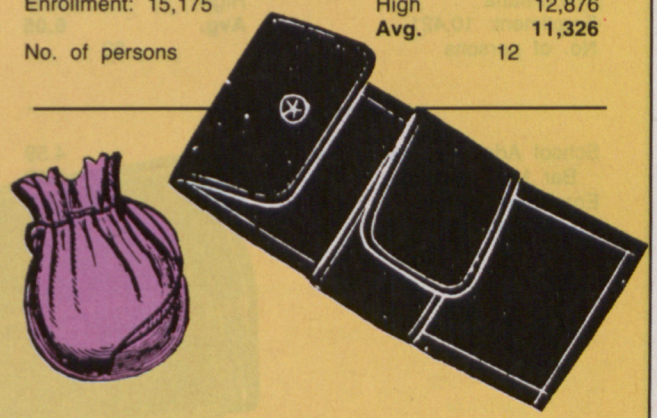
Pemberton Township, Browns Mills, New Jersey	Low	7,800
	High	9,528
Enrollment: 7,577	**Avg.**	**8,664**
No. of persons		2

Mentor, Ohio	Low	11,924
Enrollment: 10,197	High	13,439
	Avg.	**12,782**
No. of persons		5

Rapid City, South Dakota	Low	10,817
Enrollment: 13,086	High	12,372
	Avg.	**11,811**
No. of persons		5

Edgewood (San Antonio), Texas	Low	7,137
	High	8,235
Enrollment: 14,997	**Avg.**	**ND**
No. of persons		24

Bellevue, Washington	Low	9,853
Enrollment: 15,175	High	12,876
	Avg.	**11,326**
No. of persons		12



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Teacher Assistants
INSTRUCTIONAL

National Average Hourly Wage, 1986-87	$6.43
National Average Hourly Wage, 1987-88	$6.72
Percent Hourly Wage Increase	4.5%

1987-88 hourly wages, by school district

Mesa, Arizona	Low	5.52
Enrollment: 57,107	High	6.06
	Avg.	**5.80**
No. of persons	520	

San Diego, California	Low	5.58
Enrollment: 116,421	High	8.05
	Avg	**ND**
No. of persons	1,589	

Richmond County (Augusta), Georgia	Low	5.00
	High	6.50
Enrollment: 33,373	**Avg.**	**5.95**
No. of persons	610	

Pocatello, Idaho	Low	4.48
Enrollment: 13,336	High	5.97
	Avg.	**5.02**
No. of persons	153	

Alton, Illinois	Low	5.77
Enrollment: 7,580	High	8.28
	Avg.	**ND**
No. of persons	65	

Acadia Parish (Crowley), Louisiana	Low	5.65
	High	6.12
Enrollment: 10,421	**Avg.**	**6.05**
No. of persons	82	

School Administration District 6, Bar Mills, Maine	Low	4.59
	High	5.99
Enrollment: 4,345	**Avg.**	**ND**
No. of persons	21	

St. Louis County, Missouri	Low	6.30
Enrollment: 17,000	High	9.72
	Avg.	**8.93**
No. of persons	241	

SAU 8—Concord, New Hampshire	Low	5.05
	High	7.05
Enrollment: 4,656	**Avg.**	**6.11**
No. of persons	82	

Pemberton Township, Browns Mills, New Jersey	Low	7.95
	High	10.18
Enrollment: 7,577	**Avg.**	**9.05**
No. of persons	31	

Mentor, Ohio	Low	5.51
Enrollment: 10,197	High	6.54
	Avg.	**6.24**
No. of persons	19	

Rapid City, South Dakota	Low	5.10
Enrollment: 13,086	High	6.15
	Avg.	**ND**
No. of persons	89	

Edgewood (San Antonio), Texas	Low	5.20
	High	8.39
Enrollment: 14,997	**Avg.**	**6.26**
No. of persons	223	

Bellevue, Washington	Low	7.78
Enrollment: 15,175	High	12.13
	Avg.	**9.03**
No. of persons	87	

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Teacher Assistants
NON-INSTRUCTIONAL

National Average Hourly Wage, 1986-87	$6.14
National Average Hourly Wage, 1987-88	$6.45
Percent Hourly Wage Increase	5.0%

1987-88 hourly wages, by school district

Mesa, Arizona	Low	ND
Enrollment: 57,107	High	ND
	Avg.	**ND**
No. of persons	270	

Hillsborough County (Tampa), Florida	Low	4.81
Enrollment: 117,269	High	7.68
	Avg.	**6.54**
No. of persons	1,362	

Alton, Illinois	Low	5.46
Enrollment: 7,580	High	7.97
	Avg.	**ND**
No. of persons	44	

Acadia Parish (Crowley), Louisiana	Low	5.88
Enrollment: 10,421	High	6.09
	Avg.	**6.06**
No. of persons	6	

School Administration District 6, Bar Mills, Maine	Low	ND
Enrollment: 4,345	High	ND
	Avg.	**ND**
No. of persons	5	

Bay City, Michigan	Low	7.67
Enrollment: 11,138	High	9.82
	Avg.	**9.10**
No. of persons	28	

St. Louis County, Missouri	Low	7.00
Enrollment: 17,000	High	7.57
	Avg.	**7.30**
No. of persons	86	

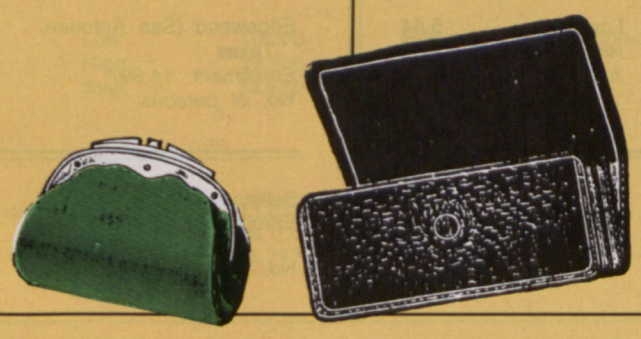
SAU 8—Concord, New Hampshire	Low	4.85
Enrollment: 4,656	High	6.45
	Avg.	**5.57**
No. of persons	11	

Pemberton Township, Browns Mills, New Jersey	Low	5.73
Enrollment: 7,577	High	5.73
	Avg.	**5.73**
No. of persons	45	

Mentor, Ohio	Low	4.75
Enrollment: 10,197	High	6.24
	Avg.	**5.99**
No. of persons	50	

Edgewood (San Antonio), Texas	Low	ND
Enrollment: 14,997	High	ND
	Avg.	**ND**
No. of persons	42	

Bellevue, Washington	Low	6.16
Enrollment: 15,175	High	7.50
	Avg.	**6.47**
No. of persons	96	



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Cafeteria Workers

National Average Hourly Wage, 1986-87	$5.92
National Average Hourly Wage, 1987-88	$6.23
Percent Hourly Wage Increase	5.2%

1987-88 hourly wages, by school district

Mesa, Arizona	Low	5.19
Enrollment: 57,107	High	6.05
	Avg.	**5.82**
No. of persons	615	

San Diego, California	Low	5.15
Enrollment: 116,421	High	7.61
	Avg	**ND**
No. of persons	893	

Hillsborough County (Tampa), Florida	Low	4.58
	High	7.83
Enrollment: 117,269	**Avg.**	**7.18**
No. of persons	981	

Richmond County (Augusta), Georgia	Low	5.25
	High	6.82
Enrollment: 33,373	**Avg.**	**5.90**
No. of persons	267	

Pocatello, Idaho	Low	4.10
Enrollment: 13,336	High	4.86
	Avg.	**4.71**
No. of persons	105	

Alton, Illinois	Low	5.18
Enrollment: 7,580	High	8.33
	Avg.	**ND**
No. of persons	78	

Acadia Parish (Crowley), Louisiana	Low	5.44
	High	9.54
Enrollment: 10,421	**Avg.**	**6.10**
No. of persons	125	

School Administration District 6, Bar Mills, Maine	Low	4.54
	High	7.09
Enrollment: 4,345	**Avg.**	**ND**
No. of persons	52	

Bay City, Michigan	Low	6.32
Enrollment: 11,138	High	9.18
	Avg.	**6.73**
No. of persons	60	

St. Louis County, Missouri	Low	6.10
Enrollment: 17,000	High	7.25
	Avg.	**7.00**
No. of persons	21	

SAU 8—Concord, New Hampshire	Low	4.75
	High	6.32
Enrollment: 4,656	**Avg.**	**5.05**
No. of persons	43	

Pemberton Township, Browns Mills, New Jersey	Low	6.27
	High	10.43
Enrollment: 7,577	**Avg.**	**8.50**
No. of persons	54	

Mentor, Ohio	Low	5.41
Enrollment: 10,197	High	9.38
	Avg.	**6.57**
No. of persons	47	

Rapid City, South Dakota	Low	4.96
Enrollment: 13,086	High	6.03
	Avg.	**ND**
No. of persons	82	

Edgewood (San Antonio), Texas	Low	4.12
	High	8.78
Enrollment: 14,997	**Avg.**	**5.01**
No. of persons	197	

Bellevue, Washington	Low	6.19
Enrollment: 15,175	High	6.38
	Avg.	**6.35**
No. of persons	88	

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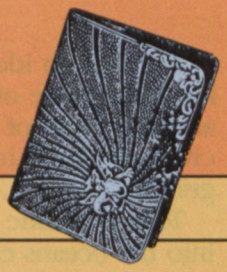
Accounting/Payroll Clerks

CENTRAL OFFICE

National Average Salary, 1986-87	$17,273
National Average Salary, 1987-88	$18,229
Percent Salary Increase	5.5%



1987-88 salaries, by school district

Mesa, Arizona	Low	15,147
Enrollment: 57,107	High	20,902
	Avg.	**18,945**
No. of persons	25	

San Diego, California	Low	16,764
Enrollment: 116,421	High	22,464
	Avg.	**ND**
No. of persons	18	

Hillsborough County (Tampa), Florida	Low	13,453
	High	24,426
Enrollment: 117,269	**Avg.**	**17,820**
No. of persons	55	

Richmond County (Augusta), Georgia	Low	8,604
	High	14,604
Enrollment: 33,373	**Avg.**	**13,496**
No. of persons	18	

Pocatello, Idaho	Low	11,104
Enrollment: 13,336	High	15,459
	Avg.	**13,322**
No. of persons	4	

Alton, Illinois	Low	17,101
Enrollment: 7,580	High	22,444
	Avg.	**ND**
No. of persons	4	

Acadia Parish (Crowley), Louisiana	Low	10,280
	High	19,245
Enrollment: 10,421	**Avg.**	**14,630**
No. of persons	8	

School Administration District 6, Bar Mills, Maine	Low	13,832
	High	18,100
Enrollment: 4,345	**Avg.**	**15,747**
No. of persons	3	

Bay City, Michigan	Low	13,296
Enrollment: 11,138	High	24,472
	Avg.	**20,326**
No. of persons	5	

St. Louis County, Missouri	Low	13,352
Enrollment: 17,000	High	17,549
	Avg.	**16,072**
No. of persons	6	

SAU 8—Concord, New Hampshire	Low	16,545
	High	17,547
Enrollment: 4,656	**Avg.**	**17,213**
No. of persons	3	

Pemberton Township, Browns Mills, New Jersey	Low	12,888
	High	12,888
Enrollment: 7,577	**Avg.**	**12,888**
No. of persons	1	

Mentor, Ohio	Low	ND
Enrollment: 10,197	High	ND
	Avg.	**ND**
No. of persons	11	

Rapid City, South Dakota	Low	11,934
Enrollment: 13,086	High	14,717
	Avg.	**13,326**
No. of persons	2	

Edgewood (San Antonio), Texas	Low	ND
	High	ND
Enrollment: 14,997	**Avg.**	**ND**
No. of persons	16	

Bellevue, Washington	Low	14,553
Enrollment: 15,175	High	17,232
	Avg.	**16,296**
No. of persons	6	

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